# RESPECT

## Code of Ethics and Behaviour

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ENGLAND HOCKEY

# RESPECT

*Code of Ethics and Behaviour*

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**All of the Codes shown within this book are available to download at www.englandhockey.co.uk/respect**

# Introduction and Terminology

## What is the Code of Ethics and Behaviour?

The England Hockey (EH) Code of Ethics and Behaviour exists to protect everyone within the game and outlines the behaviour expected from all people within the Hockey Family in England.

As the National Governing Body, EH is responsible for setting the standards and values that apply at every level. This Code encapsulates all of the sporting, moral and ethical principles that hockey represents.

We think of hockey as a sport for all. A family sport packed with passion, speed and respect. One that anyone can enjoy however they choose to participate – as a player, umpire, official, volunteer or a parent supporting on the sidelines. However you choose to be involved in the game, you have a right to do it with enjoyment.

## Does the Code apply to me?

Yes! If you are involved at any level in the game, then the Code applies to you.

Although we are responsible for setting the standards, everyone involved in hockey has a responsibility to promote the sport, making sure that there is equal access and opportunity for all and that fairness and respect is upheld.

This Code allows EH to uphold the values that we all believe in as a sport and gives us a mechanism to deal with any breaches with a consistent approach.

## What is the purpose of the Code?

By sharing this code across the sport, we believe that we can uphold the highest standards of integrity and ensure that the reputation of the sport is – and remains – at a high level. We believe that its content will contribute to our vision and our mission.

*Our Vision*

*"A Nation Where Hockey Matters"*

## What do we mean when we say...

For the purposes of clarification, we have explained some of the terms we refer to throughout the code:

| TERM | DEFINITION |
|---|---|
| **The Hockey Family** | This means everyone involved in the sport of hockey at all levels of the game. It includes all individuals, affiliated bodies, clubs, associations and other organisations involved in any capacity in the game of hockey – whether or not they are members of EH. For the avoidance of doubt, this includes all players and anyone working within hockey (in a paid or voluntary capacity or whether they are an employee or are self-employed or working on any other basis). It includes all coaches, umpires, referees and other officials. |
| **Conflicts and declarations of interest** | If you have several interests, you are advised to declare such interests when accepting appointments. You should then conduct yourself professionally, never allowing such interests to cause a conflict in the role in hand. |
| **Young People** | There are many references to young people within this document and we define young people as persons under the age of 18. It is important to remember that while some of the codes give guidance for activity that is exclusively for young people, most senior hockey teams also include young people. |
| **Suitably insured** | EH provides guidance on suitable insurance for different individuals and groups as referenced in this document. This information is available on the EH website www.englandhockey.co.uk |
| **Expected minimum standards of behaviour and conduct** | The examples given in each code of behaviour are not exhaustive but are examples of behaviour that is or is not acceptable. |
| **Code of Ethics and Behaviour** | The document that sets out the philosophy and expected levels of behaviour for everyone involved in hockey |
| **Regulations** | The sets of rules that are used to deal with breaches of the Code of Ethics and Behaviour. There are four different types of Regulations, the one used, depends on the nature of the breach. Further details are outlined in Section 4. |

# How to use the Code of Ethics and Behaviour

There is a generic element within the Code of Ethics and Behaviour which relates to everyone within the sport. If you have a voluntary or paid role, or you participate in a role which does not refer to you specifically, then the generic Code of Behaviour applies to you.

There are some specific roles within the sport for which we have provided additional guidance. You should find the specific Codes of Behaviour that relates to your roles. The Codes are shown on the contents page.

# GENERIC CODE OF BEHAVIOUR

## Who does this apply to?

The content of this Code of Behaviour applies to all involved with the sport of hockey in England.

In order to protect the reputation of hockey in England, the Code also applies to all those associated with EH who are involved in hockey whilst outside of England.

## Expected minimum standards of behaviour and conduct

All individuals involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
- Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

EH Code of Behaviour for...

# PLAYERS

## Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Players involved in hockey in England. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

In order to protect the reputation of hockey in England, the code also applies to all those associated with EH who are involved in hockey whilst outside of England.

## Expected minimum standards of behaviour and conduct

All such individuals involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
  - ***Respect umpires, officials, coaches, players and spectators.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - ***Never participate when under the influence of alcohol or drugs.***
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - ***Accept success and failure, victory and defeat, with dignity.***
  - ***Set a positive example for others, particularly young participants and spectators.***
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
  - ***Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.***
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities. ■

EH Code of Behaviour for...

# YOUNG PEOPLE

The promotion of FUN, POSITIVE ATTITUDES and GOOD SPORTSMANSHIP should be the main dynamic of Youth Hockey. The Young People's Code of Behaviour therefore applies to all young people to encourage the safety and enjoyment of all participants involved in the sport.

## Expected minimum standards of behaviour and conduct

All such individuals involved in hockey will, at all times show:

- Respect for the game
  - *This is more than playing within the rules of Hockey. It is about friendship, enjoyment and always participating with the right spirit.*
    - *Be on time for training and competitions.*
    - *Give maximum effort and strive for the best possible performance.*
    - *Always thank your opposition, coaches, umpires and officials after every game or training session.*
    - *Accept success and failure, victory and defeat, with dignity and set a positive example to others.*

- Respect for others
  - *Umpires, officials, coaches, opponents and spectators should be valued.*
    - *Respect the decisions of umpires and officials.*
    - *Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying.*

- Self respect
  - *Young people should take responsibility for their actions on and off the pitch.*
    - *Do not smoke, drink or take drugs of any kind (other than prescription).*
    - *Never use inappropriate language or gestures.*
    - *Wear suitable clothing for the activity in which they are taking part.*
    - *Respect the facilities where they play and the equipment that they use.*
    - *Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.*
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules. ■

EH Code of Behaviour for...

# CLUBS, ASSOCIATIONS, LEAGUES, STAFF AND THE EDUCATION SECTOR

All Clubs, Associations, Leagues, Staff and the organisations in the Education Sector have an essential role in upholding and implementing the EH Code of Ethics and Behaviour. These individuals and organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of hockey.
- Supporters of the EH's Code of Ethics and Behaviour and communicators of the Code to their members.
- Influential in driving hockey forward as a sport.
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid).

## Who does this code apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Clubs, Associations, Leagues, Staff and establishments in the Education Sector involved in hockey in England. The parts in ***bold italics*** highlight the specific elements which apply to this particular group. In order to protect the reputation of hockey in England, the code also applies to all those associated with the EH who are involved in hockey whilst outside England.

## Expected minimum standards of behaviour and conduct

All such individuals and bodies involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
  - ***Participate within the rules and regulations of the game.***
  - ***Be honest, consistent, objective, impartial and courteous when applying the rules of the game.***
- Respect the rights, dignity and worth of others.
  - ***Show patience and understanding towards players who may be learning the game.***
  - ***Never publicly express any criticism of umpires or officials such as match officials, technical officers or reserve umpires.***
  - ***Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.***
  - ***Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.***

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- *Relationships: Respect confidentiality of participants and any related data at all times.*
- *Personal Standards: Have the participants' best interests at heart at all times – recognise when it' is in the participants' best interests to be passed to other organisations.*

- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - *Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.*
  - *Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.*
  - *Safety: Have working knowledge of:*
    - *Normal Operating Procedures (NOPs);*
    - *Emergency Operating Procedures (EOPs);*
    - *Facility risk assessments for hockey.*
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - *Accept success and failure, victory and defeat, with dignity.*
  - *Ensure that all participants are aware of their responsibilities under the Code of Behaviour.*
  - *Remember that young people participate in sport for their enjoyment, not yours.*
  - *Personal Standards: Project an image of health, cleanliness and functional efficiency.*
  - *Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.*
  - *Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants. This is especially important when the participant is a young person.*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
  - *Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.*
  - *Support all efforts to remove bad or abusive language and unsporting behaviour.*
- Abide by the EH Safeguarding and Protecting Young People Policy and Procedures and Good Practice Guidelines.
  - *Promote and encourage their clubs, associations or organisations to act in accordance with the EH Safeguarding and Protecting Young People Policy, Procedure and Good Practice Guidance.*
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

EH Code of Behaviour for...

# COACHES, MANAGERS, TEACHERS, LEADERS AND ADULT HELPERS

## Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Coaches, Managers, Teachers, Leaders and Adult Helpers involved in hockey in England. This includes mentors, coaches and official educators, umpires' coaches and managers. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

In order to protect the reputation of hockey in England, the code also applies to all those associated with EH who are involved in hockey whilst outside of England.

## Expected Minimum Standards of Behaviour and Conduct

All such individuals involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
  - ***Respect umpires, officials, coaches, players and spectators.***
  - ***Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.***
  - ***Relationships: Respect confidentiality of participants and any related data at all times.***
  - ***Personal Standards: Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - ***Never participate when under the influence of alcohol or drugs.***
  - ***Competency: Have an EH qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.***
  - ***Competency: Have a valid First Aid – Emergency Aid Certificate, or ensure that appropriate first aid provision is available.***
  - ***Personal Standards: Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.***

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- *Safety: Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.*
- *Safety: For any facilities used, have a working knowledge of:*
  - *Normal Operating Procedures (NOPs);*
  - *Emergency Operating Procedures (EOPs);*
  - *Facility risk assessments for hockey.*
- *Under 18 year olds: Should only work with a suitably qualified and insured adult and refer to the Young Persons Code of Behaviour.*

- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - *Accept success and failure, victory and defeat, with dignity.*
  - *Ensure that all participants are aware of their responsibilities under the Code of Behaviour.*
  - *Realise their responsibilities as role models and set positive examples for others, particularly young participants and spectators.*
  - *Personal Standards: Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.*
  - *Personal Standards: Never smoke whilst participating in any hockey activity.*
  - *Relationships: Ensure that when in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.*
  - *Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.*
  - *Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
  - *Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.*
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidance.
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

EH Code of Behaviour for...

# SPECTATORS AND PARENTS

## Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Spectators and Parents involved in hockey in England. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

Although the emphasis of this code is on young people, this is not exclusive to young people's activity and it is recognised that parents and spectators will also be present at senior games.

In order to protect the reputation of hockey in England, the code also applies to all those associated with EH who are involved in hockey whilst outside England.

## Expected minimum standards of behaviour and conduct

All such individuals involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
  - ***Focus on the young people's efforts and enjoyment rather than winning or losing.***
  - ***Teach young people that honest effort and teamwork are as important as victory, so the result of each game is accepted without undue disappointment.***
  - ***Remember that people learn best by example. Appreciate good performances and skilful play by all participants.***
  - ***Encourage people always to settle disagreements amicably without resorting to hostility or violence.***

- Respect the rights, dignity and worth of others.
  - ***Respect umpires, officials, coaches, players and spectators.***
  - ***Respect the decisions of officials and teach young people to do the same.***
  - ***Leave the coach to communicate with individual players on the field of play.***
  - ***Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to young people being able to participate.***

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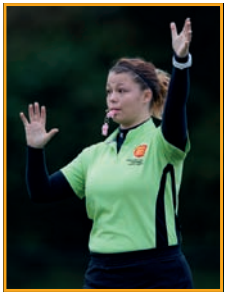
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - *Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.*
- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - *Remember that young people participate in sport for their enjoyment, not yours.*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
  - *Never ridicule or admonish a young person for making a mistake or losing a competition.*
- Never use inappropriate language and gestures.
  - *Support all efforts to remove bad or abusive language and unsporting behaviour.*
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EH Equality Policy.

EH Code of Behaviour for...

# UMPIRES AND OFFICIALS



## Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to all Umpires and Officials involved in hockey in England. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

In order to protect the reputation of hockey in England, the code also applies to all those associated with EH who are involved in hockey whilst outside England.

## Expected minimum standards of behaviour and conduct

All such individuals involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
  - ***Encourage both teams to play within the Rules and the spirit of the game.***
  - ***Be honest, consistent, objective, impartial and courteous when applying the Rules of the game.***
  - ***Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.***
  - ***In completing reports, set out the true facts and not attempt to justify or embellish any decisions.***

- Respect the rights, dignity and worth of others.
  - ***Respect umpires, officials, coaches, players and spectators.***
  - ***Show patience and understanding towards those who may be learning the game.***
  - ***Never publicly express any criticism of umpires or officials such as match officials and technical officers.***

- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - ***Have regard to protecting the players through the application of the Rules of the game.***
  - ***Never participate when under the influence of alcohol or drugs.***
  - ***Competency: Have a current EH accreditation or registration appropriate to the nature of the activity.***
  - ***Under 18 year olds: Should only work with or under the guidance of a suitably qualified and insured adult.***

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- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - *Ensure that all participants are aware of their responsibilities under the Code of Ethics and Behaviour.*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
  - *Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players, team officials, spectators or parents.*
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy, Procedures and Good Practice Guidelines.
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules.
- Take personal responsibility to ensure that they are suitably insured for their activities.

EH Code of Behaviour for...

# MEDICAL PRACTITIONERS AND ALLIED HEALTH PROFESSIONALS

## Who does this apply to?

The content of this Code of Behaviour is an extension of the Generic Code of Behaviour and it applies to Medical Practitioners and Allied Health Professionals involved in hockey in England.

All Medical Practitioners and Allied Health Professionals are expected to have all necessary professional qualifications relevant to their roles and to abide by their respective Professional Codes of Conduct or Practice in addition to this Code of Behaviour. The parts in ***bold italics*** highlight the specific elements which apply to this particular group.

In order to protect the reputation of hockey in England, the code also applies to all such individuals associated with EH who are involved in hockey whilst outside England.

## Expected minimum standards of behaviour and conduct

All such individuals involved in hockey will, at all times:

- Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- Respect the rights, dignity and worth of others.
  - ***Respect umpires, officials, coaches, players and spectators.***
  - ***Leave the coach to communicate with individual players on the field of play unless treating an injury.***
  - ***Never publicly express any criticism of umpires or officials such as match officials or technical officers.***
  - ***Relationships: Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.***
  - ***Relationships: Respect confidentiality of participants and any related data at all times.***
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
  - ***Inform the team coach or manager of any injury, health or welfare issue which it is appropriate for them to know, within established confidentiality boundaries.***

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- Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.
  - *Set a positive example for others, particularly young participants and spectators.*
  - *Personal Standards: Project an image of health, cleanliness and functional efficiency.*
  - *Relationships: Set and uphold the boundaries between a working relationship and friendship between themselves, when in a position of trust, and participants. This is particularly essential when the participant is a young person.*
  - *Relationships: Ensure that no action could be regarded as inappropriate particularly where physical contact with participants is required.*
  - *Relationships: Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined as in a position of trust within Sexual Offences Act).*
- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- Never use inappropriate language or gestures.
- Abide by the EH Safeguarding and Protecting Young People in Hockey Policy and Procedures and Good Practice Guidelines.
- Abide by the EH Equality Policy.
- Abide by the EH Anti-doping Rules
- Take personal responsibility to ensure that they are suitably insured for their activities.

# Reporting procedures and dealing with breaches

It is important that unacceptable behaviour is dealt with quickly and appropriately. Therefore it is essential that people know where to go if they want to report a concern or incident.

**Clubs and associations should use their own procedures to resolve straightforward issues locally and informally if at all possible.**

EH already has a number of ways in which poor behaviour and breaches of policy are dealt with.

There are a number of regulations in place to deal with concerns or incidents involving matchday misconduct, safeguarding and protecting young people and doping offences, as detailed below:

### 1. Red Card and Match-Day Misconduct

In place to deal with breaches of the rules of hockey, on pitch issues and match day misconduct. Has provision for certain mandatory minimum periods of suspension. Covered by the EH Red Card and Match Day Misconduct Offences Discipline Regulations.

### 2. Safeguarding and Protecting Young People

In place to deal with issues relating to abuse or inappropriate behaviour in relation to under 18 year olds. Covered by the EH Safeguarding and Protecting Young People Complaints and Disciplinary Regulations

### 3. Anti-Doping

In place to deal with doping related offences that contravene the Anti Doping Rules. Covered by the EH Anti-doping Regulations, the EH complies with the World Anti Doping Authority (WADA) Code.

Through the development of the Code of Ethics and Behaviour an additional set of regulations has been developed to deal with any breaches that fall outside the remit of the existing regulations, but still need a route for resolution. These regulations are called **Disrepute**.

### 4. Disrepute

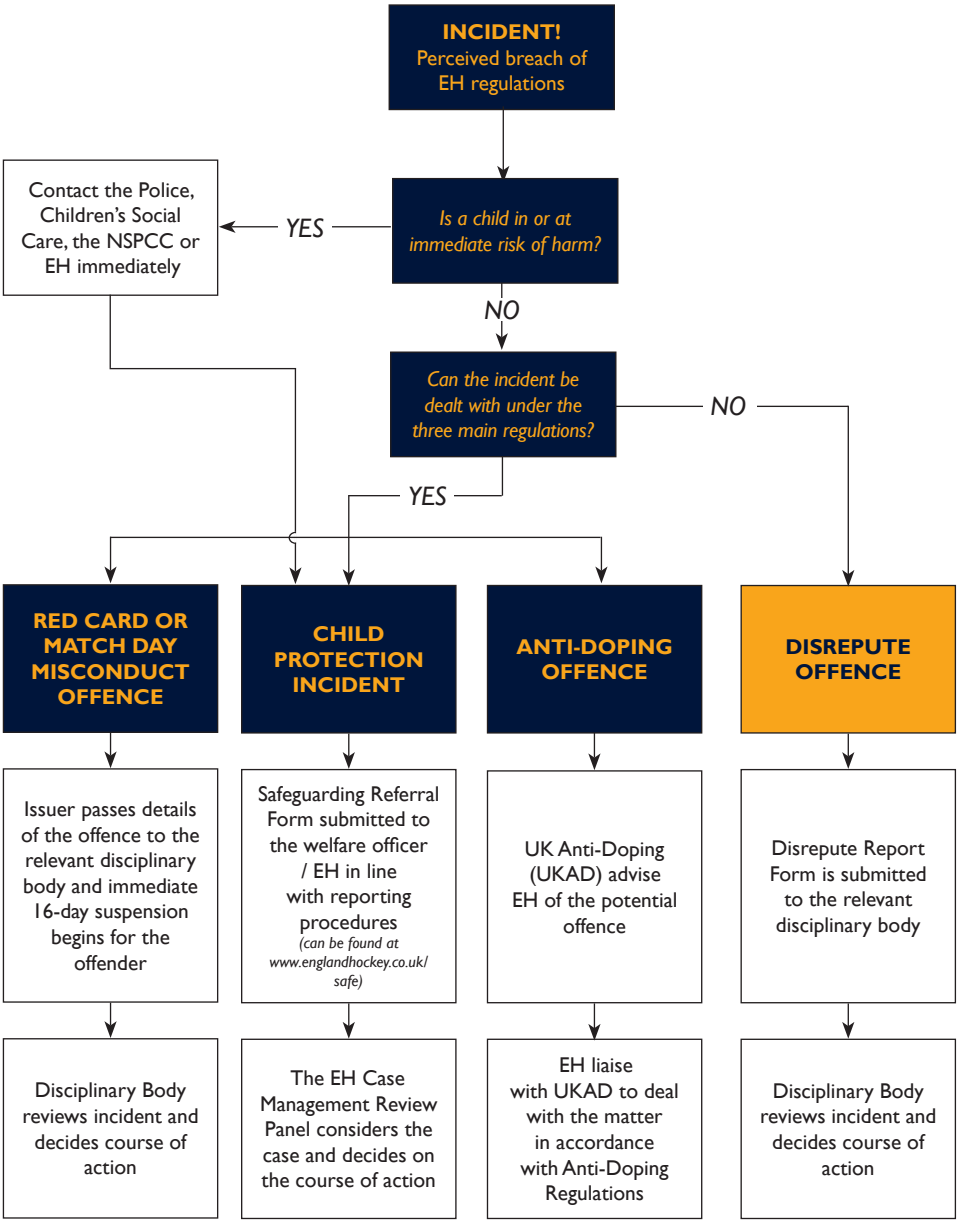
Any breaches of the Code of Ethics and Behaviour that are not covered in the existing three categories above are covered by the EH Disrepute Offence Regulations.

**Copies of all the regulations are available on www.englandhockey.co.uk/respect**

Everyone within the Hockey Family is bound by EH's Regulations and clubs and associations have a responsibility to make their members aware of them.

EH provides resources to help clubs and associations do this and included with this booklet are two posters to raise awareness of the Code of Ethics and Behaviour – one aimed at adults and one aimed at young people.

# Dealing with breaches of EH Code of Ethics and Behaviour



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