

Code of Conduct – What does it do?

- Seeks to ensure that we all act in accordance with and uphold the Game's core values of:
 - **Passion**
 - **Integrity**
 - **Discipline**
 - **Respect**
 - **Teamwork**
- Sets out the expected standards of behaviours for **all involved in Rugby** to ensure a **safe, fair and inclusive** environment
- Seeks to deter conduct that could damage the image and integrity of rugby
- Sets out a harmonised approach to the handling and resolution of complaints

Code of Conduct - Obligations

Relevant Organisations



- Publish/promote RA Code
- Recognise sanctions
- Appoint a person responsible for administration
- Ensure other organisation documents comply (and don't contradict) the Code



Relevant Persons

- Comply with the Code and decisions
- Cooperate
- Report

What conduct is prohibited?

Code of Conduct

Child Safeguarding policy

Any conduct that is a criminal offence against a child, or an act of abuse against a child, including; sexual abuse, physical abuse, neglect, emotional/psychological abuse, grooming or any misconduct with a child

Social Media policy

Engaging in offensive, threatening, bullying, intimidating behaviour, or any other behaviour that harms, via online platforms, such as social media

Member protection policy

Abuse, bullying, harassment, sexual misconduct towards other relevant persons, victimisation, unlawful discrimination, or vilification.

Alcohol Code of Conduct

Drinking alcohol illegally, in excess, or in the presence of minors, or encouraging minors to engage in drinking behaviour, with or without alcohol

Prohibited Conduct under the Code

- Failing to accept or respect the authority of match officials or using offensive behaviour or language towards them (on or off the field)
- Failing to treat others with respect, courtesy, dignity or failing to act ethically, honestly, or with integrity
- Acting in a way that is unbecoming of themselves or the Relevant Organisation, or is harmful to the interests of a Relevant Organisation
- Acting in a way that brings the game into disrepute
- Behaving in a way that creates a public nuisance or disturbance
- Being convicted of a drug offence or in possession or under the influence of an illicit drug at or around the venue
- Failing to cooperate in any Code investigation or proceeding, or providing inaccurate or misleading information in any such proceeding
- Failing to provide a safe environment for the conduct of rugby activities as required by any Rugby policies, codes or guidelines
- Failing to comply with all reasonable directions and accept all decisions of a Relevant Organisation or its representatives

Prohibited Conduct under the Child Safeguarding Policy

- Breaching any of the Child Safe Practices
- Child Abuse (physical, emotional, psychological, sexual, neglect and exposure to family violence)
- Failing to comply with legislative requirements (including WWCC requirements)
- Grooming
- Misconduct with a child (including age-inappropriate behaviour)
- Asking a child to keep any communication a secret
- Supplying alcohol or drugs (including tobacco) to a child
- Failing to comply with recruitment and screening requirements
- Failing to report breaches of the policy

