



**Alberta Rugby Union**

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Alberta Rugby Union

# **Code of Conduct for Members**

Effective Date: October 1, 2018

Board Approved:





## **Policy Objective**

The Rugby Alberta Code of Conduct has been developed to provide a safe, positive and inclusive environment within Rugby Alberta and all of Rugby Alberta's programs, competitions, events and activities. The Code of Conduct shall be published on the Rugby Alberta website for the information of all members.

## **Application and Jurisdiction**

The Code of Conduct applies to all registered members of Rugby Alberta, including sub-unions, clubs, and all individuals participating a players, coaches, officials and administrators. Additionally, this Code of Conduct applies to all employees, provincial and program coaches, provincial team managers and athletic therapists, contractors, volunteers and interns of Rugby Alberta.

## **Key Principles**

### **1. Safety**

Safety is the top priority at all times. All Individuals have a responsibility to the following:

- Enhance the safe play of Rugby by instilling and upholding a culture of safety, injury prevention, and fair play;
- Understand the symptoms of concussion, and support the disclosure of those symptoms;
- Refrain from consuming alcohol, any tobacco products or recreational drugs while participating in Rugby Alberta programs, activities or competitions; and
- In the case of individual adults who meet the legal drinking age, take reasonable steps to manage the responsible and safe consumption of alcohol at events associated with Rugby Alberta.





## 2. Integrity

Integrity is a core value of Rugby and is upheld through honesty, diligence, and fair play. All Individuals will:

- Consistently demonstrate the spirit of sportsmanship, sport leadership and ethical behaviour;
- Ensure adherence to the Laws of the Game and the spirit of those laws;
- Promote and uphold Rugby as a Clean Sport by abstaining from the promotion, endorsement, supply or use of non-medical drugs or the use of performance-enhancing drugs. More specifically, Rugby Alberta adopts and adheres to the Canadian Policy Against Doping in Sport. Any infraction under the Canadian Policy Against Doping in Sport shall be considered an infraction of this Code and may be subject to further disciplinary action.
- Adhere to all federal, provincial, municipal, and host country laws; and
- Comply at all times with Rugby Alberta Bylaws, policies, procedure, rules and regulations, as adopted and amended from time to time.

## 3. Respect

Respect is the heart of our sport and the Rugby community should have a sense of pride for upholding this core value. All Individuals have a responsibility to:

- Maintain and enhance the dignity and self-esteem of individuals by treating all individuals fairly and respectfully regardless of body type, physical characteristics, athletic ability, gender, ancestry, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;
- Focus comments or criticism appropriately and avoiding public criticism of players, coaches, officials, organizers, volunteers, employees or any other members;
- Refrain from any behaviour that constitutes Harassment or online Harassment;
- Refrain from any behaviour that constitutes Sexual Harassment;
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities; and
- Respect the property of others and not willfully cause damage.





#### **4. Inclusion for All**

Rugby has the power to build communities through camaraderie, teamwork and loyalty which transcends cultural, geographic, political and religious differences. All individuals have a responsibility to:

- Promote the sport of Rugby in the most constructive and positive manner possible;
- Proactively invite and include all people, regardless of age, athletic ability, gender, ancestry, ethnic or racial origin, nationality, national origin, sexual orientation, marital status, religion, religious belief, political belief, disability or economic status;
- Upholding safety for all as the top priority, make or provide modifications to make Rugby Alberta competitions, programs and events accessible for disabled players, coaches, officials;
- Making or providing modifications or exemptions to facilitate mixed-gender play; and
- Upholding integrity as a top priority, make or provide modifications or exemptions to facilitate the inclusion of players from lower socio-economic households.

#### **Accountability**

##### **1. Directors, Committee Members & Employees**

Directors, Committee Members and Employees are the privileged keepers of our great sport and must uphold the highest standards of ethical behaviour. Therefore, Rugby Alberta's Board of Directors, Committee Members and Employees shall:

- Provide leadership by demonstrating and promoting the values and key principles of the Code of Conduct through their decision, actions and behaviour. Their behaviour must build and inspire the community's trust and confidence in Rugby Alberta.
- Function primarily as a Director, Member of a Committee or Employee of Rugby Alberta and not act with self-interest or as a representative of any other organization;
- Act with honesty and integrity and conduct themselves in a manner consistent with the Values of Rugby and the responsibilities of Rugby Alberta business;
- Conduct themselves openly, professionally, responsibly, lawfully and in good faith in service of Rugby Alberta's mission and goals;





- Behave with decorum appropriate to both circumstance and position, and to be fair, equitable, considerate and honest in all dealings with others;
- Exercise the degree of care, diligence, thoughtfulness, skill and time commitment required in the performance of their duties pursuant to the laws under which Rugby Alberta is incorporated;
- Conform to and uphold the Bylaws and Policies approved by Rugby Alberta;
- Refrain from any behaviour that constitutes Workplace Harassment or Workplace Violence.

## 2. Coaches

Coaches have many responsibilities. The coach-player relationship is a privileged one and plays a critical role in the personal, mental, and athletic development of the player. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- Ensure and safe training and playing environment by selecting activities, training equipment, and establishing controls that are suitable for the age, gender, body type, experience, ability, and fitness level of the involved players;
- Maintain World Rugby's Concussion Management for the General Public certification, educate players and their parents/guardians on the symptoms of concussion, and adhere to the "Recognize and Remove" if in doubt, sit them out" protocol at all training sessions, training camps and matches;
- Act in the best interest of the player's development as a whole person, particularly in their formal education;
- At all times display respect towards opponents and officials, both in victory and defeat, setting an example and educating players on the values of Rugby; and
- Not engage in an intimate or sexual relationship with a player under 18 years old, or an intimate or sexual relationship with a player over the age of 18 if the coach is in a position of power, trust or authority over that player.





### 3. Team Managers, Athletic Therapists & Medical Support Personnel

Team Managers, athletic therapists and medical support personnel have particular responsibilities to ensure the safety and well-being of Players. Team managers, athletic therapists and medical support personnel will:

- Act in the best interest of the player’s physical and mental well-being;
- Understand and respect the inherent power imbalance of the coach-player relationship and, as appropriate, protect the player’s privacy;
- Maintain World Rugby’s Concussion Management for the General Public certification, educate the reporting of any symptoms of concussion, and adhere to the “Recognize and Remove, if in doubt, sit them out” protocol at all training sessions, training camps and matches; and
- Not engage in an intimate or sexual relationship with a player under 18 years old, or an intimate or sexual relationship with a player over the age of 18 if the team manager, athletic therapist or medical support personnel is in a position of power, trust or authority over that player.

### 4. Officials

Officials have a significant role in the prevention and management of injuries and concussion. Officials will:

- Ensure a safe playing environment by enforcing and communicating the enforcement of the Laws of the Game appropriate to the age, gender, body type, experience, ability and fitness level of the involved players;
- Maintain World Rugby’s Concussion Management for the General Public certification, and enforce the “Recognize and Remove, if in doubt, sit them out” protocol at all Rugby Alberta competitions, tournaments and events.





## **5. Players**

Players have responsibilities on and off the pitch. Players will:

- Compete and participate in a spirit of fair play, honesty and respect for the opponent, the officials and the supporters;
- Compete and participate within the Laws of the Game and any rules or competitions or tournament rules;
- At all times show and uphold respect for coaches and team managers and show appreciation for their contribution to the sport of Rugby; and
- At all times show and uphold respect for officials and show appreciation for their contribution to the sport of Rugby.

## **6. Parents & Guardians**

Parents and guardians have additional responsibilities, particularly as it relates to ensuring the safe and fair play of Rugby. Parents and guardians of players will:

- Instill a spirit of fair, positive play and sportsmanship in the rugby-playing children;
- At all times show and uphold respect for the child's coach and team manager, the opponents, the officials and other supporters;
- Continually inform the relevant coach, team manager, club official and/or athletic therapist if your child has been injured, is ill, concussed, or shows any symptoms of concussion; and
- Inform the relevant coach, team manager, club official and/or athletic therapist if your child has any medical or health condition, as well as any sensory, intellectual or physical disability that may impact their health, ability or enjoyment while participating in Rugby.





### **Breaches and Complaints**

1. Any complaints, except for reports from Match Officials arising from incidents occurring within the playing enclosure, concerning a violation or breach of this Code of Conduct by a member shall be delivered in writing to any one or more of the following: the member club and/or sub-union concerned, a member of the Board of Directors of Rugby Alberta, or the Rugby Alberta office.
2. All complaints shall be dealt with by the Discipline Committee established by the member club and/or sub-union concerned or Rugby Alberta, whichever is applicable, pursuant to the policies and procedures of that Committee which are hereby incorporated into this Code of Conduct.
3. Any member club or sub-union of Rugby Alberta suspending a member for disciplinary or other reason must inform the Rugby Alberta office in writing immediately after such a suspension.

### **Disciplinary Action**

1. If any member of Rugby Alberta fails to comply with this Code of Conduct, on or off the field of play, the member may be subject to disciplinary action which may include reprimand, suspension or expulsion from Rugby Alberta.
2. Any disciplinary action shall be dealt with pursuant to World Rugby guidelines, which is hereby incorporated into this Code of Conduct.

