



Member Code of Conduct

WEF 16 May 2014

Emerald Warriors Rugby Football Club is committed to the ethics of:

- A. Inclusion;
- B. Mutual respect and consideration;
- C. Fair and safe play on the field; and
- D. Providing a harassment-free sport environment.

Developing a team attitude and chemistry that reflects those four tenets is integral to successfully realising our mission. It is within that spirit that the Club asks all of its members to adhere to certain standards of conduct, which follow.

These standards of conduct are intended to establish some expectations and guidelines as to what constitutes behaviour consistent with our stated ethics, our Club mission, and the law; and what conduct falls outside of that domain. It is not intended to inhibit your freedom of expression or being yourself; nor is it intended to unduly restrain the traditions of rugby social activity, songs etc., or as a prohibition of members to initiate or develop a mutually consensual relationship with others from the team.

The sections below provide the Club's standards of conduct expected of all its members (players, coaches, staff, and supporters), associated with each of the four principles that constitute our mission.

A. Inclusion

Within our mission of providing a welcoming, safe environment for all participants to enjoy the sport of rugby, the Club and its members will not discriminate on the grounds of ethnicity, race, nationality, sexual orientation, HIV status, or religion in any matter; nor on the grounds of sex, age or disability, except as a necessary consequence of the requirements of the sport.

B. Mutual Respect and Consideration

1. The Club is committed to providing an environment in which all individuals are treated with respect and dignity. Members are expected to conduct themselves in a manner that reflects positively upon themselves, their team-mates, and the Club – whether that is with other team-mates, within our community, with other rugby teams, while playing in any rugby competition, our coaches, referees, or spectators.
2. Club members are expected to display good sportsmanship conduct in club events, both on and off the pitch.
3. Sportsmanlike conduct includes showing respect and consideration in language and behaviour toward all who are in attendance at an athletic event: officials, coaches, athletes, opponents, spectators, and the media.
4. Un-sportsmanlike conduct includes inappropriate behaviour in language, gesture, or action that demeans, physically intimidates, or endangers others, not just during athletic competition but also during other activities of the Club.
5. Good sportsmanship also implies winning with character and losing with dignity, both with class.

C. Fair and Safe Play on the Field

1. Fair play espouses striving to win, but not at all costs. Club members are expected to abide by the rules and regulations of the game, in both spirit and action, as set out by the rugby union-governing bodies, referees, and coaching staff. Club members will abide by and respect the officials' decisions, and refrain from direct commentary to officials, other than communicating through the team captain. Club players will refrain from the use of physical force or behaviour that reflects an intentional disregard for the safety of another player(s) outside of the rules of the game.
2. Our coaching staff is expected to demonstrate a standard of care for the individual athlete's wellbeing, commensurate with the individual's abilities and standards of the sport. To foster an environment of safe play, it is expected that the Club coaching staff will endeavour to understand

- the continuously changing rules of the game and attempt to improve coaching techniques by availing themselves of educational opportunities.
3. On a personal basis, safe play requires that Club players honestly report all injuries and medical conditions that directly impact their playing capability, in a timely manner to the appropriate Club medical personnel. Club players are expected to abide by the directions and/or decisions of medical personnel and coaches, as to emergency care and restrictions on play, as well as adhering to universal safe healthcare practices in any medical situation that may arise.

D. Harassment-Free Environment

Every member of the Club has the right to participate in an environment free from harassment. The Club does not tolerate harassment in connection with any of its internal or external business, sport or related activities. All members are expected to conduct themselves accordingly. Harassment is defined as any behaviour fitting one or more of the following criteria.

1. *Personal Harassment:*
Behaviour, including communication, conduct or gesture that:
 - a. Is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals; and
 - b. Would be considered by a reasonable person to create an intimidating, humiliating or uncomfortable sport related environment.
2. *Sexual Harassment:*
 - a. Behaviour involving unwelcome sexual advances, requests for sexual favours or other communication (verbal or written) or physical conduct of a sexual nature when:
 - b. Such conduct might be expected to cause unreasonable embarrassment, insecurity, discomfort, offence or humiliation to another person or group; or
 - c. Submission to such conduct is made, implicitly or explicitly, a condition of participation in a sport-related activity, or as a basis for any sport-related decision.

Member Complaints and Adjudication

The Committee has established procedures for members to register complaints and to adjudicate issues related to the code of conduct. If you believe that you have a valid complaint, or feel that you should intervene on behalf of another individual, please contact a member of the Committee, who will initiate the process.

The Club will take whatever action is needed, up to and including disciplinary or dismissal action, to prevent and correct behaviour that violates the Club's code of conduct. The Committee will handle complaints with privacy, courtesy, and without animosity.