



**EMERALDTM
WARRIORS
RFC**

EMERALD WARRIORS RFC MEMBERS CODE OF CONDUCT

Version 2.0
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Emerald Warriors Rugby Football Club is committed to the ethos of:

- A. Inclusion;
- B. Mutual respect and consideration;
- C. Fair and safe play on the field;
- D. Providing a bullying and harassment-free environment, and
- E. Positively representing the Club and Inclusive Rugby

It is the mission of the club to provide an open, inclusive and safe environment where individuals can come together to learn, play, support, coach and enjoy rugby. All members are expected to hold themselves to the standards and principles laid out in this code of conduct when representing the club both on and off the pitch. The code of conduct 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, or as a prohibition of members to initiate or develop a mutually consensual relationship with others from the team. It is the intention of this code of conduct to set out means by which we can all hold ourselves to in the highest standards of promoting an inclusive and supportive club ethos.

The sections outlined 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.

As an Inclusive club, it is of vital importance to remember that members come from a wide range of backgrounds and experiences, whether relating to their sexual identity or to the other aspects of who they are. We are committed to creating a safe and supportive environment where all people are included. Members are expected to honour and respect each and every person's dignity and equality, and not to engage in behaviour that isolates or makes any other club member feel unwelcome.

B. Mutual Respect and Consideration

- i. 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 teammates, 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.
- ii. Club members are expected to display good sportsmanship conduct in club events, both on and off the pitch, as well as when participating in other activities, such as online and social media channels, where they are participating as club members or representing the club.
- iii. 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.
- iv. 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.
- v. Good sportsmanship also implies winning with character and losing with dignity, both with class.

C. Fair and Safe Play on the Field

- i. 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 other player(s) outside of the rules of the game.

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.

- ii. 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. Bullying and Harassment-Free Environment

Every member of the Club has the right to participate in an environment free from bullying and/or harassment. The Club does not tolerate bullying or harassment in connection with any of its internal or external business, sport or related activities. All members are expected to conduct themselves accordingly.

Bullying is defined as repeated aggression, be it verbal, psychological or physical be an individual or group against another or others. An isolated incident of the behaviour described in this definition may be an affront to the dignity of club members, however, as a once off incident it is not considered to be bullying.

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 or social related environment.
2. Sexual Harassment:
Behaviour involving unwelcome sexual advances, requests for sexual favours or other communication (verbal, written or electronic) or physical conduct of a sexual nature when:
 - a. Such conduct might be expected to cause unreasonable embarrassment, insecurity, discomfort, offence or humiliation to another person or group; or
 - b. 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.

E. Positively representing the Club and Inclusive Rugby

As a member of the Emerald Warriors, when participating in match play, club events, events at which you are invited as a member of the club, when participating in online and social media activities relating to the club, and in other circumstances where you are presenting as a club member, you are acting as an ambassador of the club. Therefore, it is expected that all members when acting as a representative of the club will adhere to maintaining a respectful manner and will not engage in activities or behaviours to bring the club, the sport or the ethos of inclusion into disregard.

Member Complaints and Adjudication

The Committee has established procedures for members to register complaints and to adjudicate issues related to the Members 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, or make a complaint through the Clubs Complaint Procedure as listed on the EWRFC website.

The Club will take whatever action is needed, up to and including disciplinary action, to prevent and correct behaviour that violates the Members Code of Conduct. These disciplinary actions may include warnings, cautions, suspension of membership, or expulsion depending on the severity of the offence, and will be adjudicated by the Discipline Committee of the Emerald Warriors. The Committee will handle complaints with privacy, courtesy, and without animosity.