

# Code of Conduct

## *Explanatory Foreword*

The purpose of this Code of Conduct is to encourage fair, ethical treatment of all persons and Organisations that are taking part in or supporting any events Tag20 Rugby is promoting.

All persons must agree to abide by the Tag20 Rugby Code of Conduct and acknowledge that any breach of the Code of Conduct, may result in disciplinary action from Tag20 Sports Association of Australia Incorporated, Tag20 Sports Association of New Zealand Incorporated &/or Tag20 Rugby NZ.

## **Regulations and Policies.**

The following Code of Conduct applies to all members and persons participating, attending or supporting any Tag20 Rugby authorised events.

Everyone should meet the following requirements regarding conduct during Tag20 Rugby Tournaments or Events.

- Respect the rights, dignity and worth of others.
- Be fair, considerate and honest in all dealings with others.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to providing quality service and performance.
- Be aware of, and maintain, an uncompromising adherence to, standards, rules, regulations and policies.
- Understand the possible consequences of breaching this Code of Conduct.
- Comply with any and all applicable national or local legislation.
- Refrain from any form of abuse towards others.
- Refrain from using any obscene language.
- Refrain from any form of harassment towards others.
- Refrain from any form of discrimination towards others.
- Refrain from any form of victimisation towards others.
- Reject corruption, drugs, racism, violence and other dangers to our sport.
- Promote the interests of Tag20 Rugby.
- Provide a safe environment to conduct the activity of Tag20 Rugby.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Do not provide comment to any media, or publish any comment (including on any website), on behalf of Tag20 Rugby.
- Do not speak to any media in a negative way, or publish any negative comment (including on any website) about Tag20 Rugby or any Tag20 Events.
- Never act in any way that may bring disrepute or disgrace to Tag20 Rugby, its stakeholders and/or its sponsors, potential sponsors and/or partners.
- Tag20 expects all members, supporters, advisors, staff and associates of Tag20 Rugby to abide by a Code of Conduct that upholds the principles and values of the organisation.

**A Referee will:**

- Officiate matches in a fair, safe manner that ensures spectator enjoyment and player safety.
- Know the Laws of the Game and their interpretations thoroughly.
- Condemn unsporting behaviour and promote respect for all opponents.
- Be a good sport.
- Keep up to date with the latest trends in officiating.
- Give all people a 'fair go' regardless of their gender, ability, cultural background or religion.
- Maintain physical fitness for peak performance.
- Keep all appointments assigned to and accepted by them.
- Conduct themselves at all times in a way that is ethically and morally beyond reproach.
- Support fellow officials.
- Grant players and coaches dignity and respect.

**A Coach will:**

Respect the rights, dignity and worth of every individual player as a human being and:

- Treat everyone equally regardless of gender, disability, ethnicity or religion.
- Respect the talent, developmental stage and goals of each player in order to help each player reach their full potential.
- Maintain high standards of integrity.
- Operate within the rules of Tag20 Rugby and in the spirit of fair play, while encouraging players to do the same.
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the ASADA & New Zealand Sports Drug Agency.
- Not disclose any confidential information relating to their players without written prior consent.

Be a positive role model for the sport and the players and act in a way that projects a positive image of coaching:

- Provide all players with the equal attention and opportunities they deserve.
- Ensure the time spent with their player(s) is a positive experience.
- Be fair, considerate and honest with players.
- Encourage and promote a healthy lifestyle – refrain from smoking, drinking alcohol and engaging in poor lifestyle choices around players.

Show professional responsibility:

- Display high standards in language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport - this includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage their players to demonstrate the same qualities.

- Be professional and accept responsibility for their actions.
- Refrain from initiating a relationship with a player and also discourage any attempt by a player to initiate a sexual relationship with them, explaining the ethical basis of the refusal.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches.

Make a commitment to providing a quality service to their players:

- Seek continual improvement through ongoing coach education and other personal and professional development opportunities.
- Provide players with planned and structured training programmes appropriate to their needs and goals.
- Seek advice and assistance from professionals when additional expertise is required.
- Maintain appropriate records.

Provide a safe environment for training and competition:

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- Ensure equipment and facilities meet safety standards.
- Ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the players.
- Show concern and caution toward sick and injured players.
- Allow further participation in training and competition only when appropriate.
- Encourage players to seek medical advice when required.
- Provide a modified training programme where appropriate. Maintain the same interest and support toward sick and injured players.
- Protect players from any form of personal abuse:
- Refrain from any form of verbal, physical and emotional abuse towards players.
- Refrain from any form of sexual and racial harassment, racial vilification and harassment on the grounds of disability.
- Ensure that any physical contact with players is appropriate to the situation and necessary for the player's skill development.
- Be alert to any forms of abuse directed towards players from other sources while in their care.

#### **A Manager shall**

- Encourage their players and spectators (as appropriate) to abide by the Code of Conduct and take reasonable steps to ensure such compliance.
- Be fair, considerate and honest with others.
- Be professional in all actions.
- Ensure language, presentation, manner and punctuality reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for others.

**A Player will:**

- Play to win but play fair.
- Never argue with or verbally abuse an official; observe the Laws of the Game.
- Accept defeat with dignity.
- Conduct themselves in a sportsman-like manner and respect fellow players, coaches, managers and referees and the achievement of opponents.
- Not bully or take an unfair advantage of another competitor.
- Cooperate with their coach, manager, team mates and opponent.
- Refrain from possessing and/or consuming prohibited substances while in camps or on tours.

**Parent/Guardian will:**

- Agree to abide by the Code of Conduct.
- Remember that children participate in sport for their enjoyment, not the parents.
- Encourage children to participate and not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to compete according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best by example.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for coaches, officials and administrators.

Tag20 Rugby expects all administrations, organisations, employees, members, referees, administrators, associates, coaches, players, volunteers and parents or guardians to understand the possible consequences of breaching the Code of Conduct and ensure that they abide by the Code.

Any serious breaches of this Code of Conduct or persistent violations of any aspect of the Code of Conduct, by any of the above may result in any of the following being imposed:

- Suspension
- Good behaviour bond
- Fines
- Loss of competition points or games