SECTION 7  CODES OF CONDUCT

It is the aim of all rugby clubs to provide its members, both playing and non-playing, with quality service and facilities. In order to assist the club and to ensure that all members enjoy their visits to the club, it is important to set some ground rules with regards to what is acceptable behaviour and what is unacceptable behaviour, whether it is on or off the field.

The essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and the six core principles:

1. Trustworthiness
2. Respect
3. Responsibility
4. Fairness
5. Caring
6. Good citizenship

Dealing with Breaches of the Club’s Code of Conduct

As part of implementing a Code of Conduct, the club should also consider having a process in place to deal with any alleged breaches of the Code of Conduct. This may mean the club has to establish a small committee, similar to a ‘judicial committee’ to hear any alleged breaches. It is up to the club to decide who should be on this committee and how alleged breaches should be dealt with.

As an example, a process may include the following:

• The complaint must be in writing, addressed to the club secretary and be received within a certain timeframe following the alleged incident, eg 48 hours or whatever the club agrees is appropriate.

• The committee will consider the alleged breach and all of the information available.

• The committee will set a date, time and venue for a hearing if it deems a hearing is necessary.

• Establish appropriate penalties for breaches, eg: stand down from playing for a certain length of time, suspension from the club, monetary fine or ultimately banned from being involved with the club at any level.

• All necessary parties will be advised of the decision verbally and in writing within a certain timeframe (club to decide appropriate timeframe).

• Appeal rights of either party (generally to be lodged and heard within a certain timeframe once a decision has been made).

It is the responsibility of the club committee to set standards and provide guidelines for club members’ behaviour on and off the field. Once a Code of Conduct has been formulated, the committee should communicate this to all its members.
• SECTION 7 CODES OF CONDUCT

Following are some examples:
Template 1: Coaches’ Code of Ethics
Template 2: Code of Conduct for Club Officials and Volunteers
Template 3: Code of Conduct for Parents/Carers
Template 4: Code of Conduct for Junior Members

Visit www.nzrugbynet.co.nz for more information.
Download and tailor documents and templates for your club.
Coaches’ Code of Ethics

Following is the SPARC Coaches’ Code of Ethics. The NZRU is a signatory to the code and therefore all NZRU registered coaches must abide by the Code.

1. **Respect the rights, dignity and worth of every individual as a human being**
   • Treat everyone equally regardless of sex, disability, ethnic origin or religion.
   • Respect the talent, developmental stage and goals of each player in order to help each player reach their full potential.

2. **Maintain high standards of integrity**
   • Operate within the rules of your sport and in the spirit of fair play, while encouraging your players to do the same.
   • Advocate an environment free of drugs and other performance-enhancing substances within the guidelines of the New Zealand Sports Drug Agency and the World Anti-Doping Code.
   • Do not disclose any confidential information relating to players without their written prior consent.

3. **Be a positive role model and act in a way that projects a positive image of coaching**
   • All players are deserving of equal attention and opportunities.
   • Ensure the players’ time spent with you is a positive experience.
   • Be fair, considerate and honest with players.
   • Encourage and promote a healthy lifestyle – refrain from smoking and drinking alcohol around players.

4. **Professional Responsibilities**
   • Display high standards in your language, manner, punctuality, preparation and presentation.
   • Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of rugby – this includes opponents, coaches, officials, administrators, the media, parents and spectators.
   • Encourage your players to demonstrate the same qualities.
   • Be professional and accept responsibility for your actions.
   • You should not only refrain from initiating a sexual relationship with a player, but should also discourage any attempt by a player to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
   • Accurately represent personal coaching qualifications, experience, competence and affiliations.
   • Refrain from criticism of other coaches and players.

5. **Make a commitment to providing a quality service to your 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.

6. **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 as you would to healthy players.

7. **Protect your players from any form of personal abuse**
• Refrain from any form of verbal, physical or emotional abuse towards your players.
• Refrain from any form of sexual or racial harassment, whether verbal or physical.
• Do not harass, abuse or discriminate against players on the basis of their sex, marital status, sexual orientation, religious or ethical beliefs, race, colour, ethnic origins, employment status, disability or distinguishing characteristics.
• Any physical contact with players should be 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 your care.

Coaches should:
• Be treated with respect and openness
• Have access to self-improvement opportunities
• Be matched with a level of coaching appropriate to the ability

visit www.sparc.org.nz
to download and tailor the Coaches’ Code of Ethics Agreement Form
Code of Conduct for Club Officials and Volunteers

[Name of club]
The essence of good ethical conduct and practice is summarised below. All volunteers must:

• Consider the wellbeing and safety of participants before the development of performance.
• Develop an appropriate working relationship with participants, based on mutual trust and respect.
• Make sure all activities are appropriate to the age, ability and experience of those taking part.
• Promote the positive aspects of rugby (eg fair play).
• Display consistently high standards of behaviour and appearance.
• Follow all guidelines laid down by the national governing body and the club.
• Hold appropriate valid qualifications and insurance cover.
• Never exert undue influence over participants to obtain personal benefit or reward.
• Never condone rule violations, rough play or the use of prohibited substances.
• Encourage participants to value their performances and not just results.
• Encourage and guide participants to accept responsibility for their own performance and behaviour.
Code of Conduct for Parents/Carers

[Name of club]

• Encourage your child to learn the rules and play within them.
• Discourage unfair play and arguing with officials.
• Help your child to recognise good performance, not just results.
• Never force your child to take part in sport.
• Set a good example by recognising fair play and applauding good performances of all.
• Never punish or belittle a child for losing or making mistakes.
• Publicly accept officials’ judgements.
• Support your child’s involvement and help them to enjoy their sport.
• Use correct and proper language at all times.
• Encourage and guide participants to accept responsibility for their own performance and behaviour.
Code of Conduct for Junior Members

[Name of club] is fully committed to safeguarding and promoting the wellbeing of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with [name and position].

As a member of [name of club] you are expected to abide by the following junior code of conduct:

• All members must play within the rules and respect officials and their decisions.
• All members must respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
• Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
• Members must wear suitable kit – [list compulsory items] – for training and match sessions, as agreed with the coach/team manager.
• Members must pay any fees for training or events promptly.
• Junior members are not allowed to smoke on club premises or whilst representing the club at competitions.
• Junior members are not allowed to consume alcohol or drugs of any kind on the club premises or whilst representing the club.