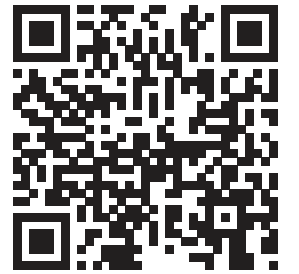




UNITED

RUGBY & SPORTS CLUB



CLUB CODE OF CONDUCT POLICY

1. PURPOSE

The policy is based on the ensuring principles are uphold and the honour of the club with our behaviour and performance both on and off the field and provide a welcoming, safe environment.

2. SCOPE

The United Rugby & Sports Club Code of Conduct seeks to establish standards of performance and behaviour to ensure that all members act in a proper manner to ensure behaviour on and off the field is conducted with respect, sportsmanship, and fair play. All URSC coaches, volunteers and club members must abide by this policy.

3. OBJECTIVE

The objective of this policy is to create a welcoming and safe environment for all club members. All coaches, volunteers and club members must adhere to the following:

- **RESPECT FOR OTHERS:** We expect all members of our club to respect each other, regardless of their race, gender, sexual orientation, ethnicity, religion, or any other characteristic. We also expect respect for our opponents, officials, and spectators.
- **FAIR PLAY:** URSC promotes fair play and the spirit of the game. Cheating, dishonesty, and unsportsmanlike behaviour are not tolerated at our club.
- **DISCIPLINE:** We expect all members to show discipline both on and off the field. This includes adhering to the laws of the game, playing within the spirit of the game, and controlling emotions.
- **RESPECT:** Players will abide by and respect the officials' decisions, and refrain from direct commentary to officials, other than communicating through the team captain.
- **BEHAVIOUR:** 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.
- **SAFETY EQUIPMENT:** Players will also wear appropriate safety equipment as required such as mouth guards and headgear to reduce the risk of injury.
- **RESPONSIBILITY:** URSC hold our members responsible for their actions on and off the field. This includes being punctual, attending training and games, and behaving appropriately at social events.
- **SAFETY:** URSC place a high priority on player safety. We expect all members to follow the Health and Safety Policy and safety guidelines provided and ensure the safety of themselves and others.

- **ALCOHOL AND DRUGS:** We do not tolerate the use of drugs or excessive consumption of alcohol at our club.
- **SOCIAL MEDIA:** We expect all members to use social media responsibly and avoid posting offensive or derogatory content that could bring the club into disrepute.
- **COMPLAINTS AND DISPUTES:** We encourage members to raise any complaints or disputes through the appropriate channels and in a respectful manner.
- **LEADERSHIP:** We expect our leaders, including coaches, Board and Management Committee to lead by example and adhere to this Code of Conduct.

4. MEMBER COMPLAINTS RESOLUTION PROCEDURE

URSC has established procedures for members to register a complaint and to decide 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 the Club Chairman who will initiate the process.

5. RESOLUTION PROCESS

The URSC Board will take whatever action is required, up to and including disciplinary or dismissal, to prevent and correct behaviour that violates the code of conduct expected of its participants.

The URSC will handle complaints with privacy, courtesy, and confidentially.

A breach of the code of conduct must be supplied to the URSC Board in writing as soon as practically within one week of the incident occurring to allow for the Board to appoint a sub committee comprising (President, Chair), Club Captain, and co-opted members of the URSC Board and/or Management Committee e.g. player representative to hear or call a disciplinary meeting of all parties to resolve the complaint. The decision of the sub-committee is binding and will be communicated to all parties verbally and in writing within one week of the meetings conclusion.

6. REVIEW

This policy is to be circulated to all URSC club members on an annual basis and will be formally reviewed every two years.