



# Bruce County RFC

## Code of Conduct



### STATEMENT OF EQUAL OPPORTUNITY

*Being a member of Bruce County RFC is a special honor and privilege. This club represents a very large community base. It has set a standard in the community on how players from different towns and backgrounds can come together to create something unique in this province with a goal to spread the game of rugby and in turn, growing this club into one of the largest and most successful in Ontario. A club that is open to ALL regardless of experience, race, age or gender.*

#### 1. PURPOSE

- This document has been compiled to provide guidance and support with the implementation, development and administration of good behavioral practices for all Coaches, Players, Declared Officials and Voluntary Workers associated with Bruce County Rugby Football Club.

#### 2. AIMS

- The Code of Conduct is designed to encourage all persons to act in a manner that is responsible, socially acceptable and outlines the minimum standard of behavior expected of ALL of the Club's representatives.

#### 3. OBJECTIVES

- To maintain the integrity of the Game, to protect the image of the Club, outlining the reasonable measures of control permissible under Bruce County Rugby Football Club's jurisdiction.
- To provide a mechanism that ensures fairness and consistency in the application of disciplinary action by the Committee when it may be deemed necessary for dispersal.

#### 4. BEHAVIOUR

##### 4.1 All Players Should:

- Play within the Rules of the Game and when on the field act in a manner that is fair and acceptable and in accordance with the community's expectations as a sportsperson, and
- Avoid any involvement in foul play or the unnecessary use of foul language when representing Bruce County RFC,

- Avoid participation in any actions such as slurring of opposition players, officials, or supporters that may implicate Bruce County RFC in any adverse legal action or that would contravene any sexual or racial discrimination legislation,
  - Never abuse your fellow players, officials, sponsors or supporters.
  - Never knowingly take or supply illicit or illegal drugs or participate in the use or distribution of banned substances that would impair the performance of the individual or others and that may implicate Bruce County Rugby Football Club in any legal action being taken against it.

#### **4.2 ALL Officials Should:**

- Abide by the aforementioned clauses as outlined in 4.1 Behavior for Players, and also all Officials should;
- Act in a responsible manner that will earn respect from your peers, players, sponsors and supporters of Bruce County Rugby Football Club and also from those of opposition Clubs.
  - As a Declared Official or a person acting in an official capacity, be willing to display guidance, support and empathy to all persons associated with Bruce County Rugby Football Club and extend the same to those of all opposition Clubs.

### **5. DISCIPLINARY ACTION**

***"The Game and The Club will always be greater than the Individual!"***

#### **5.1 Breaches**

- Any Declared Official, Coach, Player or Voluntary Worker who is found guilty of:
  - foul play and/or unruly behavior both on and off the field,
  - other action that brings the Club into disrepute such as incurring legal action against themselves or the Club,
- conducting fraudulent activities and/or misappropriating monies raised under the auspices of Bruce County Rugby Football Club.
- We ask that all members use common sense when attending a Club Social Event, Game or Practice. Drinking and Driving constitutes bringing the club into disrepute and brings an extreme risk not only to the culprit but the club, its members and the safety of the public.
- Malicious emails, discussions or conduct unbecoming including any racial, gender derogatory comments could also constitute reversal of membership
- knowingly breaching any or all of the clauses outlined in this document, will be required to answer for their actions, to the Bruce County Rugby Football Club Disciplinary Committee and/or the host Group Administration in relation to disciplinary measures.

## **5.2 Actions**

- Following appropriate investigation of the incident, evaluation of the severity and determination of its impact upon the Club, the Committee may resolve to ignore, warn, fine, suspend or dismiss the individual or individuals from the Club.

## **5.3 Fines**

- Where the determination has found that the application of a fine is the appropriate action to be taken against a Player or Player/Coach, the Committee will formulate an appropriate level of monetary fine consistent with the severity of the breach.

## **5.4 Severance**

- Should the breach be serious such that dismissal from the Club is required and where the offender is found to be a Coach or Player/Coach or Player, it may be deemed that any contractual obligations between the person and BCRFC be revoked.

# **6. COMMITMENT TO SPONSORS AND SUPPORTERS**

## **6.1 Promotion**

- All Bruce County Club Players and Officials will endeavor, whenever practical and wherever possible, to actively participate in any promotion and support any sponsor who provides a financial commitment to the Club.

## **6.2 Conduct**

- All persons shall at all times whilst participating in Club functions, wear any apparel provided by the sponsors, conduct themselves in an orderly manner and portray to the sponsors and supporters the best possible image of the Club to ensure that the sponsors association with Bruce County Rugby Football Club is one that they can be proud of.
- It is important that the Players shall acknowledge themselves to sponsors and supporters at every opportunity.

# **7. CONCLUSION**

- Always remember you are a representative of Bruce County Rugby Football Club and the Club discourages such actions by ANY person acting in an illegal or unruly manner that may bring the Club into disrepute.
- The Club discourages such acts that may have a detrimental effect on the recruitment or retention of players, sponsors and supporters and that may jeopardize the integrity of the Game and the image of the Club.