



CODE OF CONDUCT FOR PLAYERS & OFFICIALS

Abstract: This document is to provide guidance and support with the development, implementation and administration of good behavioural practices within the Club environment.

Applicability: It applies to all persons representing The Hastings Valley Vikings Rugby Union Club, either as a Coach, Player, Declared Official or Voluntary Worker.

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1. PURPOSE

- This document has been compiled to provide guidance and support with the implementation, development and administration of good behavioural practices for all Coaches, Players, Declared Officials and Voluntary Workers associated with Hastings Valley Vikings Rugby Union Club.

2. AIMS

- The COD is designed to encourage all persons to act in a manner that is responsible, socially acceptable and outlines the minimum standard of behaviour expected of ALL of the Clubs 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 The Hastings Valley Vikings Rugby Clubs jurisdiction.
- To provide a mechanism that ensures fairness and consistency in the application of disciplinary action by the Committee when it maybe 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 sportsman, and
- Avoid any involvement in foul play or the unnecessary use of foul language when representing The Hastings Valley Vikings RUC,
- Avoid participation in any actions such as sledging of opposition players, officials, or supporters that may implicate The Hastings valley RC 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 The Hastings Valley Vikings Rugby Union Club in any legal action being taken against it.

4.2 ALL Officials Should;

- abide by the aforementioned clauses as outlined in 4.1 Behaviour for Players, and also all Officials should;
- act in a responsible manner that will earn respect from your peers, players, sponsors and supporters of The Hastings Valley Vikings Rugby 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 The Hastings Valley Vikings Rugby 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 behaviour 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 The Hastings Valley Vikings Rugby Club.
- knowingly breaching any or all of the clauses outlined in this document, will be required to answer for their actions, to The Hastings Valley Viking Rugby Club 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 The Hastings Valley Vikings Rugby Union Club be revoked.

6. COMMITMENT TO SPONSORS AND SUPPORTERS

6.1 Promotion

- All Hastings Valley Viking Rugby Union Club Players and Officials will endeavour, 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 The Hastings Valley Vikings Rugby Union 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. GAME DAY OBLIGATIONS

7.1 Home Games

- All Players, Coaches and Officials are required to attend post game award functions after each home game and at the venue to be determined by The Hastings Valley Vikings Rugby Union Club.

7.2 Duration

- It is anticipated that such functions would extend no longer than one (1) hour after each home game.

7.3 Bus Travel

- Subject to sufficient finances it is anticipated that the Club will charter and cover part or all of the costs for bus hire when travelling to **selected away game venues** throughout the competitive season.
- When this is the case it shall be a requirement of the Club for all Players to board the bus and to assist with charter costs a token contribution of maybe requested for payment from each person to offset the hire costs.

7.4 Interaction with Opposition Teams

- Whenever possible and to encourage player rapport and in the spirit of the Game, The Hastings Valley Vikings Rugby Union Club encourages all Players and Officials to return to the opposition's function centre after each game.

8. ALCOHOL ON CHARTERED BUSES

8.1 When Alcohol Consumption is NOT Allowed

- Should a bus be chartered by the Club to transport its Players and Officials to away game venues, NO alcohol shall be consumed on the bus without the express permission of the bus driver or the company.

8.2 When Alcohol Consumption is Allowed

- Should the bus driver or the company allow the consumption of alcohol on the bus, it shall only be arranged in accordance with the club captain or other senior player representative.

Refer Guidelines PCG 04 002: Alcohol Consumption on Chartered Buses

9. ATTENDANCE AND PUNCTUALITY

9.1 Training Times

- To assist with the establishment of regimented training programs all Players are required to be ready to commence training at least 10 minutes prior to the scheduled training commencement time.

9.2 Training Venues

- The venue for training will be determined by the respective coaching or designated training staff and will always be dependent upon the condition of the venue, access to the playing surface and availability.

9.3 Training Notification

- It is the Players responsibility to ensure he is fully aware of the scheduled training days, start times and location of the venues.

9.4 Unavailability

- Any Player not available for training will be required to contact the respective Coach, Team Manager or the Head Trainer to advise of his non-attendance.

Refer Form Contact Telephone Numbers

9.5 Game Day

- All Players, respective Team Managers and Officials are required to report to the change rooms or designated marshalling area at least one (1) hour prior to the scheduled commencement of their game or as otherwise directed by their respective Coaches.
- All Players of each Grade will be obliged to assist the Club Committee with setting up and pulling down equipment & conducting the game day raffle at home games, either prior to or immediately after their respective games.

10. INJURED PLAYERS OBLIGATIONS

- All Players injured during the course of training or playing the game are to follow the standard procedure available to him for compensation or insurance cover for wages lost during the time of his recuperation.

Refer Guidelines: Injured Players Insurance Claims Procedure

- Any Player who is injured during the course of a game or at training and who is not incapacitated such that he cannot attend training or games shall be required to support the Club and its Declared Officials with off field duties at all times and to the best of his capability during the period of his recovery.
- During the period of his recuperation the Player shall report to the Coach, Team Manager or Club Secretary and shall provide assistance and support to the Trainers, the Club's Declared Officials and Voluntary Workers in activities such as;
 - Canteen
 - Raffle ticket sales
 - Doubles tickets sales,
 - Gear and equipment erection and management at both training and on game days.

11. DRESS STANDARDS

11.1 Expectations

- The Hasting Valley Vikings Rugby Union Club requires all Players, Coaches, Trainers and Officials associated with Club to be neatly dressed and to wear the standard Club attire or sponsor provided apparel at all times as is expected of modern day Club members.

11.2 Training Day

- Whenever provided, ALL Players are expected to wear the sponsors shirts or other training apparel when provided to them for the entirety of the season, to every training session and at all times throughout the session for the entirety of the season.

11.3 Game Day

- ALL Hasting Valley Viking Rugby Union Club Players will be required to wear the applicable sponsors apparel or standard Club shirt to every game day - **without exception!**

11.4 Lost Apparel

- Any standard apparel provided to Players that are lost or mislaid must be replaced and at the Players own expense.

12. REPRESENTATIVE HONOURS

- As a Club that provides the opportunity to play Rugby Union at the highest level available locally, it is expected that all Players who have registered with the Club will accept the honour to represent the Group, Division or the State if selected.
- The Hasting Valley Vikings Rugby Union Club actively endorses and encourages the principle of representation by all of its Players and will endeavour to assist with meeting or minimising the costs attributed to ensuring the full compliment of selected Players attends training and games at the designated venues.

13. COMMUNITY SERVICE COMMITMENT

- As a Club with a considerable human resource, it is expected that its members should return to the community who supports and sustains it, a commitment in the form of voluntary labour and skills utilisation if and when required.
- The Committee will annually determine which needy or worthy community/charity group, association, club or cause to commit the Clubs voluntary resources.
- All Coaches, Players, Declared Officials and Voluntary Workers where possible, is expected to participate in the selected community or charitable task once determined.

14. CONCLUSION

- Always remember you are a representative of The Hasting Valley Vikings Rugby Union 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 jeopardise the integrity of the Game and the image of the Club.

The Hasting Valley Vikings Rugby Union Club Prides itself on their happy, family reputation it is all members responsibility to maintain this ethos of the club.