

Wellington Rugby Code of Conduct

“Game for All”

Embedded within the Wellington Rugby Charter are our Values, and these drive a set of principles and expected behaviours that describe “The way we do things as part of the Wellington Rugby community”.

When does this Code of Conduct apply?

At all times, regardless of your role in the rugby community. Whether you are involved in junior, school, club or representative rugby WRFU expects your behaviour to align with the principles of its Charter when you are either directly or indirectly representing the sport of rugby, and more particularly Wellington Rugby. It applies while you are attending a game (immediately before, during and after) whether as a player, coach, manager, referee, administrator or supporter. Importantly, it also applies to your behaviour off the rugby field and if you are identified as a member of Wellington Rugby.

It is expected that you will comply with the Code of Conduct even when you are, for example:

- Attending organised events or gatherings as team members, coaches, managers, administrators, referees or supporters (for example team or club dinners, attending rugby clubs or sponsor premises, fundraising or promotional activities)
- Wearing rugby attire and thereby representing your club, school or WRFU
- Travelling as or with a team or group of coaches, managers, administrators, referees or supporters
- While holding yourself out as acting for or on behalf of your club, school or WRFU as a player, coach, manager, administrator, referee or supporter.

This particularly applies if you play representative rugby, and/or have any contract/agreement with WRFU or NZ Rugby. In these capacities WRFU considers that you are always representing WRFU and rugby. Therefore, this Code applies to you even when you are not directly undertaking duties associated with rugby at the time.

What happens when you don't comply with this Code of Conduct?

The principles set out in the Wellington Rugby Charter are excellent general principles to simply live by. WRFU therefore anticipates that its members will find them easy to comply with. However, if your behaviour does not reflect the principles, then that will have consequences for your involvement in rugby. If after a fair process, WRFU is of the view that you have failed to comply with this Code of Conduct, then it will consider your behaviour as misconduct. That is, misconduct will include any behaviour that does not comply with this Code of Conduct.

Where there has been an allegation of misconduct, or if it comes to the attention of the WRFU that your behaviour may not align with this Code of Conduct, then we will address this with you. You will always have an opportunity to explain your actions.

If it is ascertained that misconduct has occurred, then there will be consequences for you depending on the seriousness of the misconduct.

Whilst everyone involved in Rugby within the Wellington region is expected to embrace the Wellington Rugby Charter and its Values, players that are contracted under the Collective Employment Agreement (between New Zealand Rugby Union Incorporated and Rugby Players Collective Incorporated) and any other NZ Rugby Player Agreement shall be held to account for misconduct (as defined within those agreements) and consequential disciplinary processes shall be applied as described under the terms of the applicable Agreement.

Individuals who have contracts of employment with WRFU, Rugby Clubs or any other affiliated rugby entity or body within the Wellington region, shall be held to account for misconduct (as defined within those contracts) and consequential disciplinary processes shall be applied as described under the terms of the respective employment contracts.

For clarification, these agreements/contracts take precedent over the Wellington Rugby Code of Conduct when it comes to dealing with issues of misconduct.

What is misconduct, and what is likely to be serious misconduct?

Serious Misconduct might include (but is not limited to):

- Engaging in behaviour that could result in criminal charges where it is evident that behaviour conflicts with the Wellington Rugby Charter, regardless of whether or not convictions result;
- Accepting a bribe and/or agreeing not to play any game of rugby to the best of your ability;
- Betting or gambling (or causing another person to bet or gamble on your behalf) on the outcome of any game of rugby in which you play;
- Committing any doping offence in breach of any doping rules or regulations or any competition rules;
- Consumption of banned substances under the World Anti-Doping Agency (WADA) Code or illegal drugs;
- Racism through the belief in the superiority of one race over another, which results in discrimination and prejudice towards people based on their race or ethnicity;
- Wrongful or criminal deception intended to result in financial or personal gain;
- Harassment or discrimination through unwanted and unwarranted behaviour (including of a sexual nature) that a person finds offensive, intimidating or humiliating and has a detrimental effect upon a person's dignity, safety or well-being. This may include unwelcome contact, jokes, comments or pranks based on race, religion, gender or sexual orientation;
- Actions, conduct, comments or behaviour that offends others or harms others and/or could bring your club, school, WRFU or the game into serious public disrepute;
- Acting contrary to the best interests of WRFU, your club, school or rugby;
- Repeated misconduct (as described below).

Misconduct might include (but is not limited to):

- Failure to adhere to specific rugby related requests or instructions of your school, club, or WRFU without good reason;
- Failure to adhere to policies, protocols or regulations whether they be established by the school, club, WRFU, NZ Rugby or World Rugby;
- Inappropriate use of social media;
- Using offensive or abusive language;
- Bullying including through the use of strength or influence by any medium to harm or intimidate. It includes victimising, humiliating, intimidating or threatening a person;
- Treating a person unfairly, harshly or inappropriately;
- Pleading guilty to, or being convicted of, a minor criminal offence including EBA (*Excess Breath-Alcohol*), shoplifting/theft, assault or damage to property;