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## **SECTION 2: POLICIES**

### **Rugby Alberta Representative Team Player Code of Conduct**

## **CODE OF CONDUCT AND DISCIPLINARY PROCESS**

The Rugby Alberta Representative Team Player Code of Conduct identifies the standard of behaviour that is expected of all Team Alberta athletes. Participants who fail to abide by this Code will be subject to disciplinary action.

### **1. CONDUCT OF MEMBERS- Rugby Alberta Code of Conduct**

- 1.1. Members of Rugby Alberta shall maintain a high standard of moral and ethical conduct, which includes self-control and responsible behaviour, consideration for the physical and emotional well-being of others and good manners on the field and in public places where Rugby Alberta sponsored events are being held and while traveling to and from such places.
  - 1.1.1. Shall co-operate in ensuring that the spirit and letter of the Laws of the Game are upheld.
  - 1.1.2. Shall accept and observe the authority and decisions of referees, touch judges, Match Officials and all other rugby disciplinary bodies. Shall refrain from any sort of intimidation and threats to the above mentioned bodies.
  - 1.1.3. Shall not engage in any conduct or any activity on or off the field that may impair public confidence in the honest and orderly conduct of a Match, tour, tournament or series of matches or in the integrity and good character of any person
  - 1.1.4. Shall not to do anything that adversely affects the Game of Rugby, the Board, any member Union or any commercial partner of the Game
- 1.2. Members of Rugby Alberta have a responsibility for the behavior of their supporters while attending Rugby Alberta sponsored events.
- 1.3. Members of Rugby Alberta shall abstain from the use of illegal drugs and the immoderate use of alcohol.
- 1.4. No member of Rugby Alberta groups shall commit a criminal offence while engaged in a Rugby Alberta competition or activity.

### **2. Team Responsibilities of all Team Alberta participants are as follows:**

- 2.1. Participants of Team Alberta are expected to conduct themselves in a sportsmanlike and responsible manner at all times. Such conduct is expected of participants from selection and training preceding the Games, during the Games, and until they return home.
- 2.2. Team Alberta is committed to providing a sport environment in which all individuals are treated with respect. Participants shall refrain from comments and behaviors that are disrespectful, offensive, abusive, racist, or sexist.
- 2.3. All participants shall attend the Opening and Closing Ceremonies of the National Championships, medal presentations, pep rallies and other official Team Alberta functions. Participants are expected to wear Alberta team walkout uniforms at these events.
- 2.4. All athletes shall reside in the approved accommodation and adhere to the Team management rules and curfew of 12 midnight. Coaches may set an earlier curfew if game/event schedules warrant.
- 2.5. Participants shall neither consume nor be in possession of alcohol in the approved accommodations, any Championship venue. Participants shall not be under the influence of alcohol at any time they are

performing their official duties as a member of Team Alberta. Minors shall not be in possession of, nor consume alcohol at any time during the Games or during travel to/from the Games. For simplicity purposes no member of U-19 or less shall be allowed consumption of alcohol at any time during the championships.

- 2.6. A minor is defined by the laws of the jurisdiction where the Games are taking place.
- 2.7. Participants shall refrain from smoking in the team accommodations, at all official Team Alberta activities, championship venues and events.
- 2.8. Participants shall not engage in any activity or behavior which interferes with a competition or with any athlete's preparation for a competition, or which endangers the safety of others.
- 2.9. Team Alberta recognizes the Canadian Policy on Penalties for Doping in Sport (endorsed by the Canadian Centre for Ethics in Sport and Heritage Canada/Fitness and Amateur Sport). Participants shall not use illicit drugs/narcotics or performance-enhancing drugs or methods.
- 2.10. Depending on the severity of the offence, the Management Team or Rugby Alberta shall be responsible for discipline which may include any one or combination of the following sanctions:
  - Earlier curfew
  - Verbal or written reprimand
  - Submission by the offender of a verbal or written apology
  - Suspension from specific Team Alberta activities, which may include suspension from the next scheduled competition
  - Revoking Team Alberta clothing or gifts
  - Removal of certain Team Alberta privileges
  - Removal from a portion of, or the remainder of the Championships
  - Withdrawal of return travel privileges with Team Alberta
  - Removal from the Championships and being sent home at the expense of the participant
  - Other sanctions that are considered appropriate for the offence

### **3. Discipline While At the National Championships**

- 3.1. The Discipline Committee may deal with any discipline matter within Team Alberta. The Discipline Committee will consist of a coach or manager, VP of Rep programs and a third member of the management team. A participant involved in a discipline situation shall be advised that they have the right to seek the advice and assistance of a Participant's Advocate (Captain or fellow team member). The role of the Participant's Advocate is to provide support and to speak on behalf of the athlete, if requested.
- 3.2. Incidents involving a number of team members may result in the entire team receiving disciplinary sanctions.
- 3.3. Any individual who has been disciplined shall have the right to appeal this decision. The Appeals Committee shall hear appeals of disciplinary decisions. They may appeal directly to the Board of Rugby Alberta.

### **4. Complaints Prior to the Championships**

- 4.1. Any complaints, except for reports from referees arising from incidents occurring within the playing enclosure, concerning a violation or breach of this Code of Conduct by a member shall be delivered in writing to any one or more of the following: the member club and/or sub-union concerned, a member of the Board Directors of Rugby Alberta or the Rugby Alberta office.
- 4.2. All complaints shall be dealt with by the Discipline Committee established by the member club and/or sub-union concerned or Rugby Alberta, whichever is applicable, pursuant to the **policies** and procedures of that Committee which are hereby incorporated into this Code of Conduct.

- 4.3. Any member club or sub-union of Rugby Alberta suspending a member for disciplinary or other reason must inform the Rugby Alberta office in writing immediately after such a suspension.

**5. Disciplinary Process Prior to the Championships**

- 5.1. If any member of Rugby Alberta fails to comply with this Code of Conduct on, or off the field of play, the member may be subject to disciplinary action which may include reprimand, suspension or expulsion from Rugby Alberta.
- 5.2. Any disciplinary action shall be dealt with pursuant to the International Rugby Board Guidelines for Discipline, which is hereby incorporated into this Code of Conduct.

**6. REVISION AND APPROVAL**

- 6.1. This policy shall be reviewed by the Rugby Alberta Discipline Committee and the Board of Directors on a regular basis, who may recommend revisions to the general membership at the AGM
- 6.2. This policy was approved by the Rugby Alberta Board of Directors on the \_\_\_\_\_

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**DECLARATION**

I, \_\_\_\_\_, being a member of Team Alberta representing \_\_\_\_\_(sport), agree to abide by this Code of Conduct while preparing for, traveling to, participating at, and returning from the 2007 National Championships. I understand that if I do not abide by this Code of Conduct, disciplinary sanctions may be imposed against me. If these sanctions include expulsion from the Championships, I understand that I may be returned to Alberta at the expense of myself

\_\_\_\_\_  
**Signature of Player**

\_\_\_\_\_  
**Date**

Should the participant be subject to discipline resulting in him/her being sent home at his/her expense, I agree to cover these costs.

\_\_\_\_\_  
**Parent/Guardian**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Parent (If under 18 Years of Age)**

\_\_\_\_\_  
**Witness**