

FORT WAYNE RFC CODE OF CONDUCT FOR PLAYERS & MEMBERS

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

Applicability: It applies to all persons representing Fort Wayne Rugby Club, either as a Coach, Player, Officer or Volunteer.

Mission: The Fort Wayne Rugby Football Club is committed to play, develop, support, and promote the sport of rugby for all age groups. FWRFC will assist players and members in reaching their full potential both on and off the field. FWRFC makes every effort to teach the values and traditions of rugby, and develop a healthy affiliation with the community. This mission, which is seen as never ending, calls all players and members to observe the values and principals upon which the club and the game of rugby was founded.

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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, Officers and volunteers associated with Fort Wayne Rugby Club.

2. AIMS

- The COC 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 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 Fort Wayne Rugby Club's jurisdiction.
- To provide a mechanism that ensures fairness and consistency in the application of disciplinary action by the Executive Committee when it may be deemed necessary for dispersal.

4. BEHAVIOR

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 rugby player, and
- Avoid any involvement in foul play or the unnecessary use of foul language when representing Fort Wayne RFC,
- Avoid participation in any actions such as harassment of opposition players, officials, or supporters that may implicate Fort Wayne RFC in any adverse legal action or that would breach any sexual or racial discrimination lawsuits,
- 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 Fort Wayne Rugby Club in any legal action being taken against it.

4.2 ALL Officers Should;

- abide by the aforementioned clauses as outlined in 4.1 Behavior for Players, and also all club Officials should;
- act in a responsible manner that will earn respect from your peers, players, sponsors and supporters of Fort Wayne Rugby Club and also from those of opposition Clubs.
- as a officer or a person acting in an official capacity, be willing to display guidance, support and empathy to all persons associated with Fort Wayne 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 Officer, Coach, Player or volunteer who is found guilty of :

- foul play and/or unruly behavior both on and off the field,
- other action that brings the Club into ill repute such as incurring legal action against themselves or the Club,
- Conducting fraudulent activities and/or misappropriating monies rose under the sponsorship of Fort Wayne Rugby Club.

- Knowingly breaching any or all of the clauses outlined in this document, will be required to answer for their actions, to the Fort Wayne Rugby Club Executive Committee and/or the Advisory Board 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 Executive 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 member, 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 member or Player, it may be deemed that any contractual obligations between the person and FWRFC be terminated.

6. COMMITMENT TO SPONSORS AND SUPPORTERS

6.1 Promotion

- All Fort Wayne Rugby Club Players and Officers will work, 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, 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 Fort Wayne Rugby 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 Officers are required to attend post game award functions after each home game and at the venue to be determined by the Fort Wayne Rugby Club.

7.2 Duration

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

7.3 Travel

- When travel is necessary it shall be a requirement of the Club for all Players to carpool democratically and that a token contribution may be requested/offered for payment from each person to offset the fuel costs.

7.4 Interaction with Opposition Teams

- Whenever possible and to encourage player relationships and in the spirit of the Game, FWRFC encourages all Players and Officers to return to the opposition's social after each game.

8. (Open and undeclared)

9. ATTENDANCE AND PUNCTUALITY

9.1 Practice Times

- To assist with the establishment of regimented practice all Players are required to be ready to begin practice at least 5 minutes prior to the scheduled practice time.

9.2 Practice Venues

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

9.3 Practice Notification

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

9.4 Unavailability

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

9.5 Game Day

- All Players, respective Team Managers and Officers are required to report to the designated field 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 Vice President and club with setting up and tearing down equipment & conducting the game day activities at home games, either prior to or immediately after their respective games.

10. INJURED PLAYERS OBLIGATIONS

- Any Player registered with FWRFC who is injured during the course of a game or at practice and who is not incapacitated such that he cannot attend practice or games shall be required to support the Club and its Officers 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.
- Players with injuries are allowed to access available medical kits. These are provided on an emergency basis for injured players only.

11. DRESS STANDARDS

11.1 Expectations

- Fort Wayne Rugby Club requires all Players, Coaches, Trainers and Officers associated with Club to be dressed in club gear if it is available.

11.2 Training Day

- Whenever we are in practice players and coaches are expected to dress in apparel suitable for practice. Players are responsible for providing their own kit: cleats, jersey, shorts, socks, and protective gear if needed.

11.3 Game Day

- Fort Wayne Rugby players and coaches are expected to dress in rugby apparel the day of the game. Jerseys are provided. Players must provide their own kit: cleats, black shorts (preferred), black/blue socks, protective gear if needed.

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. 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 work and skills utilization 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, Officers and volunteers where possible, are expected to participate in the selected community or charitable task once determined.

13. CONCLUSION

- Always remember you are a representative of Fort Wayne Rugby Club and the Club discourages such actions by ANY person acting in an illegal or unruly manner that may bring the Club into disgrace.
- 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.