

Why does Rugby need a Code of Conduct?

The Code sets out the behaviours that are expected of all those involved in rugby, including players, coaches, administrators, employees, contractors, directors, volunteers, parents and spectators in order to ensure that a safe, fair and inclusive environment is provided for all.

The Code also sets out a harmonised approach to the handling and resolution of complaints, including the administration of a disciplinary process and the implementation of sanctions for breaches of the Code at all levels of the community and semi-professional game in Australia.

Who is bound by the Code of Conduct?



All those involved in rugby agree by virtue of their membership, employment or participation in rugby to be bound by all World Rugby Regulations, Bye-Laws and Laws of the Game etc. and to all Rugby AU's codes, policies and guidance, including that they shall have any sanctions imposed on them under the Code recognised and applied at all levels of the game in Australia.

Expected standards of behaviour

The Code sets out the expected standards of behaviour in order to **safeguard the health and safety** of all those involved in rugby and prohibit any conduct (whether on social media, through other electronic means or in person) that is **illegal, offensive, threatening, discriminatory, bullying, harassment, vilification, sexist, racist** and/or **homophobic/transphobic**.

The Code also includes an obligation to comply with all World Rugby Regulations, Bye-Laws and Laws of the Game etc. and with all Rugby AU's codes, policies and guidelines.

Relevant Organisations

All Relevant Organisations have an obligation to:



- a) publish, distribute and promote the Code;
- b) recognise and enforce any sanction imposed under the Code;
- c) ensure that a copy of the Code is available or accessible to all people and organisations to whom the Code applies; and
- d) appoint a person(s) that is responsible for the administration of the Code within their jurisdiction.

Relevant Persons

All Relevant Persons are under an obligation to:

- a) make themselves aware of the contents of the Code;
- b) comply with all relevant provisions of the Code;
- c) be accountable for their behaviour;
- d) cooperate with any requests for information and/or investigations commenced under the Code; and
- e) comply with any decisions and/or disciplinary sanctions imposed under the Code.



How are complaints made and handled?



Complaints

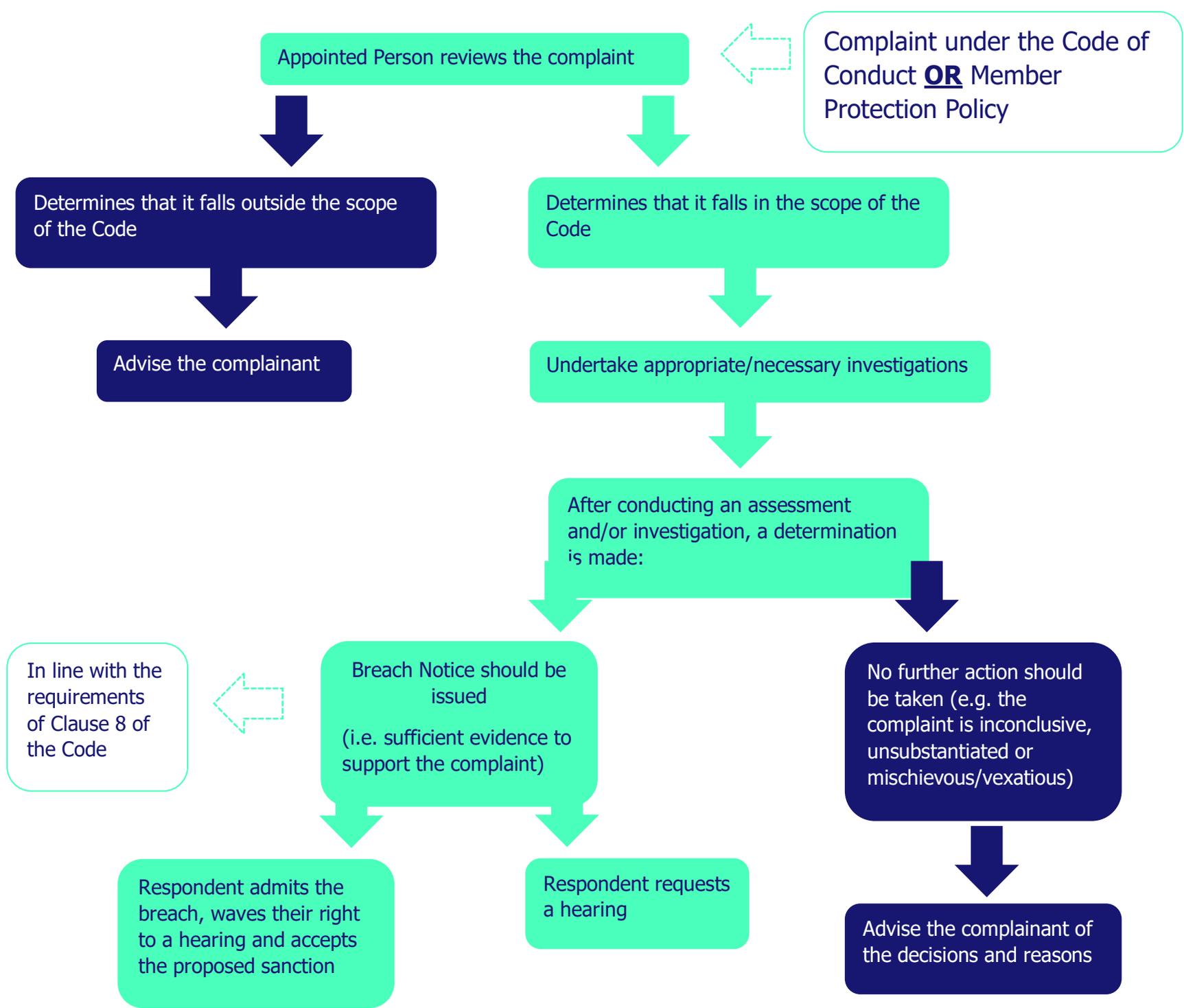
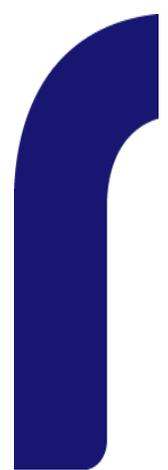
Complaints should be made in writing, via the Rugby AU website to the Relevant Organisation and should be dealt with locally where possible.



Appointed Person

Appointed by each Relevant Organisation and responsible for the administration of the Code, including management of complaints.

All complaints should be handled in a fair, just and transparent manner. Any alleged breach of the Member Protection Policy will also be dealt with under the processes set out in the Code. Advice and assistance from Member Unions and the Rugby AU Integrity Team is always available.



Appointed Person reviews the complaint

Complaint under the Code of Conduct **OR** Member Protection Policy

Determines that it falls outside the scope of the Code

Determines that it falls in the scope of the Code

Advise the complainant

Undertake appropriate/necessary investigations

After conducting an assessment and/or investigation, a determination is made:

In line with the requirements of Clause 8 of the Code

Breach Notice should be issued (i.e. sufficient evidence to support the complaint)

No further action should be taken (e.g. the complaint is inconclusive, unsubstantiated or mischievous/vexatious)

Respondent admits the breach, waves their right to a hearing and accepts the proposed sanction

Respondent requests a hearing

Advise the complainant of the decisions and reasons

Code of Conduct Panel established by the Relevant Organisation

Code of Conduct Committee appointed

- 3 members of the CoC Panel
- Chairperson
- Independent, impartial, fair

Issue a hearing notice to the Relevant Person or Organisation to attend the hearing

All Relevant People or Organisations must be given the opportunity to produce evidence, submissions and attending the hearing

Committee makes a determination:

An alleged breach of the Code has been proven & sanction imposed

Advised to the parties including the complainant in writing and advise of right of appeal

Alleged breach of the Code has not been proven

Advised to the parties including the complainant in writing

Sanctioning Process

- Consider the factors in Clause 13.2 of the Code to determine the seriousness of the breach
- Consider the aggravating and/or mitigating facts in Clause 13.4 of the Code in determining the sanction