



# MEDICALS RFC CODE OF CONDUCT

DOCUMENT #07

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## Definitions

"MRFC" means the Medicals Rugby Football Club

"Participant" means any player, referee, touch judge or other match official, selector, coach, trainer, manager or other team official, or any individual involved in the organisation, administration or promotion of Rugby Football including a volunteer, other officer or employee of the MRFC or any Member or Associate Member of the MRFC

Words in the singular include the plural and vice versa;

A reference to a gender includes the other gender.

## Objective

The game of Rugby Football and the good name of Medicals Rugby Football club may become damaged by any impairment of player, member or public confidence. Therefore all participants must conduct themselves in the honest and orderly manner as to uphold the game of rugby and MRFC

## Code of Conduct

All participants in the Game are bound:

- (1) Not to throw or fix a match, try to achieve a contrived outcome to a match or a competition, or otherwise influence improperly the outcome or any other aspect of a match or competition
- (2) Not to seek or accept a bribe or other benefit to do anything mentioned in paragraph (1)
- (3) To report immediately to the MRFC any offer of a bribe or other benefit to do anything mentioned in paragraph (1), or any attempt by any person to do anything mentioned in paragraph (1)
- (4) Not to engage in any doping practices
- (5) To comply with the MRFC's related policies for Referees, Coaches and Players
- (6) Not to repeatedly breach the Laws of the Game relating to Misconduct
- (7) Not to abuse, threaten or intimidate, either physically or verbally, a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official
- (8) Not to show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, his or her decision or generally following a decision of a match official
- (9) Not to use crude or abusive language or gestures towards referees, touch judges or other match officials or spectators
- (10) Not to do anything which is likely to intimidate, offend, insult or humiliate another participant on the ground of race, colour or national or ethnic origin of the person



- (11) Not to conduct themselves in any manner, or engage in any activity, whether on or off the field, that would impair public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants; and
- (12) Not to do anything which adversely affects or reflects on or discredits the Game of Rugby Football, the MRFC, any Member or Associate Member of the MRFC, or any squad, team, competition, tournament, sponsor, official supplier or licensee, including, but not limited to, any illegal act or any act of dishonesty or fraud.

### **Duty to Comply**

Each Member or Associate Member of the MRFC is obliged:

- (1) To comply with, and to require all persons in membership with it or affiliated to it to comply with this Code of Conduct,
- (2) To adopt appropriate procedures for monitoring compliance with, and imposing sanctions for breaches of, this Code of Conduct by participants in membership with it or affiliated to it.



### **Complaint Procedure**

- (1) Upon becoming aware, from whatever source, that an alleged breach of this Code of Conduct has occurred, the MRFC may set up a Sub Committee to consider the matter.
- (2) The Sub Committee will proceed to review and consider the alleged breach. The Sub Committee may consider any evidence which may be available and call for representations from the Member(s) or Associate Member(s) concerned as to the circumstances of the breach, and may require the Member(s) or Associate Member(s) to provide relevant information.
- (3) If it considers it appropriate so to do, the Sub Committee may direct the Member(s) or Associate Member(s) to make inquiry into the alleged breach and report back to the Sub Committee.
- (4) When reporting back to the Sub Committee regarding the alleged breach, the Member(s) or Associate Member(s) must provide details of the investigations and enquiries made, the evidence gathered, the proposed findings and the proposed sanctions to be imposed.
- (5) The Sub Committee will review the report from the Member(s) or Associate Member(s). If it thinks it appropriate so to do, the Sub Committee may make further inquiry into the alleged breach.
- (6) The Sub Committee may
  - a. confirm the proposed findings and proposed sanctions,
  - b. vary the proposed findings and/or the proposed sanctions. The Member(s) or Associate Member(s) will comply with and implement all such decisions of the Sub Committee.
- (7) If the Sub Committee is dissatisfied with the manner in which a Member or Associate Member has conducted itself in respect of the investigation of or inquiry into an alleged breach, the Sub Committee may impose such sanctions as it thinks appropriate against that Member or Associate Member.
- (8) A Member or Associate Member may appeal to the General Committee members of MRFC against any decision of the Sub Committee. The ruling of the Committee of the MRFC will be final.