



## **Old Gravesendians RFC Code of Conduct**

Old Gravesendians RFC ("OGRFC") is committed to ensuring that equity is incorporated across all aspects and every team of the Club. In doing so, the Club acknowledges and adopts the following Sport England definition of sports equity:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- OGRFC is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The Club will deal with any incidence of discriminatory behaviour seriously, according to Club disciplinary procedures.

### **OGRFC Disciplinary Process**

Upon receiving a complaint, an OGRFC Disciplinary Committee will be formed. This will consist of:

- OGRFC Chairman
- OGRFC Vice Chairman
- OGRFC Safeguarding Officer (If deemed a Safeguarding matter)
- OGRFC Team Captain (if relating to an on-field matter)
- OGRFC Director of Rugby (if relating to an on-field matter)

Upon investigation, the OGRFC have the power to issue the following sanctions:

- No further action required
- A warning
- A third and final warning
- Suspension for a period of time to be defined by the OGRFC Disciplinary Committee
- Expulsion.

If an individual receives 3 warnings in a two year period, that individual will be fast tracked to the Suspension or Expulsion stage of the process.

Note – any incident that affects club facilities or the Old Gravesendians Sports Association ("OGSA") will be referred to the OGSA who may choose to take additional disciplinary action against any individual. Please be aware that this disciplinary process is outside the jurisdiction of OGRFC.