# Code of Conduct

**Scotland Rugby League Code of Conduct**

This Code of Conduct outlines Scotland Rugby League’s code of conduct for all Players, Squad Members, staff and Community Coaches. By signing this Code of Conduct, a Player, Squad Member or member of staff, community coach or volunteer agrees to comply with the terms of this Code of Conduct.

Each Player, Squad and Staff Member, volunteer or community coach acknowledges that the purpose of this Code of Conduct is:

a) To safeguard the integrity of the sport of rugby league, the games and tournaments in which we take part and Scotland Rugby League in general;

b) To ensure that none of Scotland Rugby League, the ERL, IRL, or the sport of Rugby League are brought into disrepute; and

c) To ensure that Scotland Rugby League, our opponents and the tournaments that we take part in can comply with obligations to sponsors, licensees, broadcasters, public funders, host cities, match and training venues.

**Participation**

You agree to be bound by the terms of this Code of Conduct.

**Public Confidence**

You shall not engage in any conduct that is detrimental to; bring into disrepute; act in a manner inconsistent with; act in a manner contrary to; or act in a manner prejudicial to the best interests, image or welfare of the game of Rugby League, the ERL, IRL, or Scotland Rugby League or any other organisations (Schools, Councils, Clubs, Active Schools network) that you may be working with.

You shall not engage in any conduct that might impair confidence in the integrity of the game of Rugby League, the ERL, IRL, or Scotland Rugby League or outside agencies that you are working with.

You shall not engage in any conduct that might impair public confidence in the honesty or integrity of Squad Members, Match Officials or Players.

For the avoidance of doubt, the above applies to postings and/or messaging on social network sites (including but not limited to Facebook, Instagram and Twitter).

**Child Protection**

You will follow the procedures set out in the Scotland Rugby League good practice guidelines for safeguarding children in sport (Please see separate document). You will also follow the child protection protocols laid down by the organization or partner (school, club, council, active schools network) with which you are working.

**Conduct Related to Matches**

You must ensure that every Match is played at all times in a sportsmanlike, disciplined and professional manner.

You shall accept and observe the authority and decisions of Match Officials made during, or in connection with any Match.

You shall cooperate in ensuring that the spirit of the Laws of the Game is upheld.

**Drugs and Alcohol**

You will conduct yourself at all times in public in a sober, courteous and professional manner.

The individual below shall be deemed to have made him/herself familiar with, and hereby agrees to be bound by the UK Anti-Doping Rules and to submit to the authority of UK Anti-Doping and any other appropriate body in the application and enforcement of those Rules. The UK Anti-Doping Rules apply for a minimum of 12 months from the commencement of registration.

The individual below agrees to cooperate fully with any World Anti-Doping Code compliant anti-doping investigations or proceedings, whether conducted by UK Anti-Doping or any other competent body.

**Harassment and Criticism of Match Officials**

Other than pursuant to the Laws of the Game, under no circumstances is any Match Official to be approached, questioned or harassed in any way by any Player, Squad or Staff Member, volunteer or community coach, during or after a Match.

No player, Squad or Staff Member, volunteer or community coach shall publish or cause to be published (or give any interview to the media by whatsoever medium) which contains unreasonable criticism of the manner in which a Match Official has controlled a Match. For the avoidance of doubt coaches and officials can comment on matters of fact during a Match (including referees’ decisions) but cannot question the character, integrity and competence of the Match Officials.

**Commercial Partners and Media**

If so requested a Player, Squad Member or member of staff agrees to attend and give at least one press conference or interview:

(i) Prior to a Match, provided that the request is reasonable;

(ii) After a Match; and

(iii) At any mutually agreed time;

Agrees to be filmed, televised, photographed, identified and otherwise recorded when needed during the tournaments in which Scotland Rugby League take part.

Agrees that they will co-operate with Scotland Rugby League, ERL and IRL and Tournament partners as reasonably required.

Ensures that they do not make any defamatory or derogatory statements or take part in any activities which are or might be derogatory to or are/or might otherwise be detrimental to the reputation, image or goodwill of any Tournament Partner.

**Players, Officials and community coaches Dress**

Every Player, other Squad member and Staff Member and community coaches shall ensure that they are properly attired and, where appropriate, dressed in the apparel required by the Team in all public appearances.

**Discrimination**

No Player, Squad or Staff Member, volunteer or community coach shall engage in discrimination on the grounds of age, ethnic origin, race, gender, special needs including learning and physical disabilities, class or social background, religion, sexual orientation, marital status, pregnancy, colour or political persuasion (any such conduct which is referred to as **“Discriminatory Behaviour”**).

**Gestures to Spectators**

During the Event Period, no Player, Squad or Staff Member, volunteer or community coach shall make any gesture to the crowds that may be considered obscene or alternatively which may be considered likely to incite the crowd to disorder.

**Language**

During the tournament, no Player, Squad or Staff Member, volunteer or community coach shall subject any spectator, member of the public, staff at hotel, ground staff or other person to foul and/or abusive language.

**Unruly Behavior**
During any practice camp, practice day, match day, match weekend or tournament, no Player, Squad or Staff Member, volunteer or community coach shall behave in an unruly manner in any public place which for the avoidance of doubt shall include but not be limited to bars, hotels, airports, flights, team buses, tunnel and dressing room areas.

**Social Media**

You will follow the Scotland Rugby League social media guidelines (see separate document)

**Misconduct under the Code of Conduct**

All Player, Squad or Staff Member, volunteer or community coach acknowledge that their behavior shall at all times be of the highest standard.

A Player, Squad or Staff Member, volunteer or community coach may be guilty of misconduct if they:

(a) Commit a breach of this Code of Conduct.

(b) Engages in conduct which is prejudicial to the interests of the game of Rugby League, the ERL, IRL, or Scotland Rugby League.

(c) Is convicted of a criminal offence by any court of competent jurisdiction.

(d) Fails, within the time specified, to comply with any decision of the tournament.

**Proceedings for Breach**

Where any Player, Squad or Staff Member, volunteer or community coach has failed to comply with a provision of this Code of Conduct, proceedings may be taken against that Player, Squad Member or staff member for that failure, and a penalty imposed.

*I understand and agree to this Code of Conduct and agree that any breach may result in disciplinary action being taken.*

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| *Signed*  |  |
| *Name (please print)* |  |
| *Date*  |  |
| *Scotland Rugby League is compliant with the GDPR data protection act 2018* |