

Code of Conduct



Entity: Chuckanut Bay RFC
Owner: Coaching Committee and CBAA
Doc Type: Policy

Classification: Rugby General
Steward: Coaching Director
Next Review: 2030

Purpose

This policy constitutes the Code of Conduct (Code) of Chuckanut Bay RFC. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with Chuckanut Bay RFC, and to ensure all individuals who associate with Chuckanut Bay RFC conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the values, spirit and Ideals.

Relevance

This Code of Conduct applies to all Chuckanut Bay RFC members, board members, officers, directors, committee members, employees, coaches, independent contractors, officials, players and volunteers, and anyone participating in Chuckanut Bay RFC events and activities (collectively, "Affiliated Individuals"). The Code of Conduct is broken into four (4)

1. Player Code of Conduct
2. Coaches Code of Conduct
3. Board/Committee Members and Staff Code of Conduct
4. Spectator(s), Parent(s) Code of Conduct

1. Player Conduct

1. In competition, compete to the best of his or her ability while being safe and sportsmanlike.
2. Respect and comply with the laws of the state and/or country in which I am training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
3. Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable policies, including those of Chuckanut Bay RFC, as well as the competitions and events in which he or she participates.

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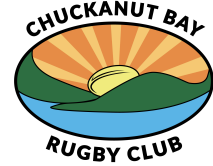
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4. Respect and abide by all other rules, policies, and procedures of Chuckanut Bay RFC, and of the facilities and accommodations in which he or she trains and lives at and/or uses.
 5. Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status.
 6. Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.
 7. Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
 8. Respect the property of others and not vandalize, damage, or steal any such property.
 9. Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes, Chuckanut Bay RFC, is a Code violation.
 10. Understand that, if under the age of 18, his or her parents or legal guardians may be notified of all written reports of counseling or misconduct.
 11. Understand that any dispute or action arising from this Code of Conduct will be resolved as outlined in Section 6

2. Coaches Code of Conduct

1. To be a positive role model for Rugby and its players.
2. Encourage their players to also be positive role models for Rugby and other players.
3. Treat all athletes with respect at all times.
4. Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.
5. Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.

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6. Be prepared with an executable emergency plan for their primary use facilities that has been shared and practiced.
 7. Assist the athlete in forming goals and expectations that are realistic and practical with consideration of the age, resources and experience of the athlete.
 8. Consistently give the athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g. time management, goal setting) at a minimum of once per season

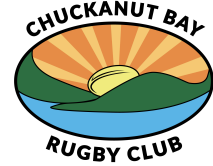
2. Board/Committee Members and Staff Code of Conduct

1. Respect confidentiality appropriate to issues of a sensitive nature
2. Maintain a thorough knowledge of Chuckanut Bay RFC governance documents, policies and procedures.
3. Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

4. Spectator(s), Parent(s) Code of Conduct

1. Act as positive role models to all players
2. Be familiar with, and abide by, the Chuckanut Bay RFC and club safeguarding policies in relation to verbal and emotional abuse.
3. Respect guidance from the club with regard to spectator behavior.
4. Acknowledge good individual and team performance from all players irrespective of the team in which they play.
5. Respect match officials' decisions, even if they appear to be a mistake – remember, they are volunteers providing an opportunity for players to play rugby.
6. Verbal or any type of physical abuse will not be tolerated to Players, Coaches, Match Officials or spectators and Parents: Any verbal abuse could deem to be removed from the

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Rugby Grounds. Any Physical abuse witness on the Ground could be grounds to call off the "Match" and authorities called.

7. Acknowledge effort and good performance rather than 'to win at all costs'
8. Verbally encourage all players in a positive manner, shouting 'for' not 'at' the players
9. Encourage all players irrespective of their ability – never ridicule any individual player, regardless of the team in which they play
10. Keep your composure, the players are playing not you

5. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. Chuckanut Bay RFC maintains an "open door" for anyone who has questions or concerns. Chuckanut Bay RFC will support all efforts to comply with this Code of Conduct. Chuckanut Bay RFC has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

6. Investigations and Violations

All properly filed complaints against Players, Coaches Staff, Volunteers and Spectators or Parents regarding a violation of the Code will be investigated and resolved in accordance with Chuckanut Bay RFC reporting aligned with USA SafeSport.

7. Resources and Contact Information

The following resources are available on the Chuckanut Bay website. [Chuckanut Bay Rugby \(chuckanutrugby.com\)](http://chuckanutbayrugby.com).

For direct contact: Coaching Director, Club Vice President, President

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Revision Log

Rev No.	Rev Date	Revision Details	Submitted By:	Approved By