

Code of Conduct



1.1

General Behaviour

Players of the Federazione Italiana Rugby League Australia will abide by this Code of Conduct and General Behaviour Guideline.

- Do not engage in any conduct detrimental to the spirit or image of the organisation, it's sponsors and the game of Rugby League.
- Prepare, train and play in a professional and committed manner.
- Show respect for the game – sponsors, teammates, staff, opposition and officials.
- Be courteous to and appreciative of all staff – they are there for your benefit.

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- Be punctual at all times, i.e. Training, Games & Travel
- Adhere to the organisation's drug policy – be drug free.
- Smoking – is strongly discouraged and is banned from training and dressing rooms.
- Alcohol – for players under the age of 18 there is a zero consumption policy; for players over 18 years of age – it is strongly recommended that alcohol only be consumed in moderation.
- Foul play will not be tolerated – know the rules and play by them
- Sledging will not be tolerated – channel all your energies into your own performance.
- Accept the referee's decision – it's final, never argue.
- Injuries – be committed to treatment and rehabilitation.
- Dress Code – adhere to Club policy.
- Commitment/preparation – before each training/match, ensure you're physically, mentally and tactically prepared to perform at your best.
- Be humble in success and gracious in defeat.
- Attend club functions as required

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- While using online forums such as Facebook, Twitter and Instagram, engaging in communications that are defamatory or intimidating towards fellow team members or opposition players or staff is strictly forbidden.
- Divulging match and team tactics or club confidential information through online forums is also strictly forbidden.

1.2 Inappropriate Behaviour

Means NO:

- Offensive, foul language and behaviour
- Inappropriate behaviour towards women (of any age)
- Wilful obscene gestures or exposure
- Driving under the influence of alcohol or drugs
- Driving without a license
- Criminal acts e.g. stealing

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- Violent Behaviour
- Discriminatory language based on gender, sexual orientation, religion, creed, disability or race.
- Intoxication of any kind
- Misuse or disregard of property
- NO ILLEGAL ALCOHOL OR DRUG CONSUMPTION WILL BE TOLERATED AT ANY TIME AND WILL RESULT WITH INSTANT DISMISSAL WITH NO RECOURSE AND COULD LEAD TO CRIMINAL CHARGES.

1.3 Dealing with Inappropriate Behaviour

Any breach or partial breach of this Code of Conduct could result in disciplinary action set out below.

There are 3 levels of inappropriate behaviour which are explained below;

Professional Misconduct

A standard of behaviour which impacts on the Player's image and repute

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Club Misconduct

A standard of behaviour which impacts on the game and/or the organisation's image and repute.

A three warning system is implied.

NOT KNOWING IS NOT AN EXCUSE

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Gear

2.1 Policy

- Gear distribution is to be done in consultation with Gear Manager and Staff.
- Gear is to be distributed in line with the prescribed issue as set down by the Gear Manager
- All players are to receive a training shirt, polo shirt, playing shorts, playing socks and keep their playing jersey.
- The full issue of apparel will be received after the final cut has been made to the squad/s, and the team is announced.
- Once issued the apparel becomes the sole responsibility of the owner and they are therefore responsible for their upkeep.
- All apparel is to be used for it's proper purpose.
- Loss or misuse of apparel will result in a sanction i.e. replacement cost.
- Misuse or theft of another player's apparel could lead to a suspension or dismissal.
- Any damaged apparel in the line of training will be handed back to the Gear Manager and replaced at no cost to the player.

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- **Training**

3.1 Attendance

If unable to attend training or you anticipate problems with your arrival time, you are to telephone your Team Manager. Text Messages are unacceptable. Irregular attendance is breach of this document and could result in disciplinary action or exclusion from the program.

If you are injured, you are to attend training in official training attire for information and/or rehabilitation.

Punctuation

You are to be punctual at all times. That means ready to train at that set time.

Regular Attendance

You are to attend all sessions at all times

Lateness

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Regular lateness will not be tolerated and could lead to exclusion from the team.

Weather

Assume you are training, if there is a venue change you will be advised by your Team Manager.

3.2 Training Requirements

Players are required to wear the official FI-TA training gear, as supplied by the Gear Manager, to all training sessions.

Players are also required to have the following items at each training session:

Football boots

Running shoes

Mouthguard

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Water bottle

Dress Code and Travel

4.1 Training Outfits

Players are required to wear the official FI-TA training gear, supplied by Gear Manager, to all training sessions.

4.2 Match Day

Players are required to wear the F.I.R.L.A Polo shirt to all matches. Club sponsors logos are displayed on this apparel and are part of the conditions of our sponsorship agreement.

4.3 Travelling Dress

Players are required to wear the F.I.R.L.A polo shirt, dress shorts/jeans and shoes. No thongs or torn clothing are allowed. T-shirts with obscene gestures or wording are not permitted.

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4.4 Travel Guidelines

F.I.R.L.A insists that players abide by the following guidelines at all times whilst travelling:

- Refrain from using foul language
- Behave in a manner appropriate to your standing in the community
- Be considerate and courteous to your fellow travellers and staff
- Comply at all times with all directions regarding meal times, curfews and dress code.
- Females are not allowed in any room, at any time, in which the team is occupying.

4.5 Travel Curfews

Please Note

F.I.R.L.A Coaches and Officials have the discretion to issue a curfew which must be adhered to by all players. Non compliance will result in either a disciplinary action or dismissal from the team.

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Drugs

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There are two categories of drugs that affect the reputation of Rugby League and performance in the game.

The categories are:

- Performance enhancing drugs – such as Anabolic Steroids
- Illicit or recreational drugs – such as Marijuana, all of which impair performance

The problem of performance enhancing drugs has been addressed by the game's governing body and the Australian Sports Anti-Doping Authority (ASADA). Appropriate education programs, stringent testing and well publicised disciplinary policies are in place to provide players with knowledge, support, and deterrents.

The serious issue of performance impairing drugs, which are commonly available within the broader community, is the perception that these drugs are in use amongst rugby league players. As the majority of these drugs are illegal and have negative effects upon the

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performance and health of players, as well as on the reputation on the game, the Club is prepared to take action to address the problem.

While the use of illicit drugs such as cocaine, ecstasy and marijuana is currently tested as part of the ASADA program, the club, consistent with most NRL clubs, is increasing its fight against these drugs by carrying out additional testing.

As per our Code of Conduct, illegal drugs, prohibited substances and performance enhancing drugs (including steroids) will not be tolerated by this Club.

All players must take personal responsibility for all substances consumed.

If the result of the drug tests conducted by either the NRL/ARL/NSWRL or F.I.R.L.A are positive for a player, the following sanctions can apply:

- First offence – a minimum suspension for 2 years
- Second offence – a life ban

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NSWRL Code of Behaviour

1. A player must not during the course of or after a match under the jurisdiction of the League abuse or address a referee or touch judge in insulting terms or act in a provocative manner towards a touch judge or referee.
2. A player must not while engaged in a game use crude or abusive language or engage in any conduct detrimental to the spirit or the image of the game.
3. A player must at all times, dress and behave in public in a professional manner.
4. A player in a team representing the League (City or State underage team) must accept all reasonable directions of the team management and must not engage in

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any public acts of misconduct or unruly public behaviour while representing the League.

5. A player or club official shall not, at any time, make any comment in any publication, wether written, televised or broadcast, detrimental to the interest, welfare or image of the league.
6. It is expected that games at all times be played with a true spirit of sportsmanship as instilled by all club officials associated with Junior Representative Competitions.
7. Where the League receives a report of an alleged breach of this code of behaviour the board of directors of the League or a committee appointed by the board to which the board was referred a report, may if the player is found guilty of a breach of this code, after due investigation disqualify, suspend or otherwise deal with the player concerned.

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Medical and Injury Procedures

Injuries

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- Discuss all injuries with medical staff during the injury check.
- Attend physiotherapy only if directed by a Club Medical Officer
- If injured, you are to attend training sessions in club attire.

NB Abstain from alcohol for 1.5 hours (atleast) after games

For Medical coverage, please see the F.I.R.L.A Health Insurance Declaration form.

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Hygiene

Around the Dressing Rooms

- When drinking, ensure you drink from a clean cup

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- When you have finished your drink, immediately dispose of the cup in the rubbish bins provided.
- No expectorating in or around these areas
- Use your own towel and toiletries – do not share
- When drinking soft drinks from cans, dispose of your can whether it is empty or not.

On the Training Field

- No urinating on or around the training area.
- If drinking from water bottles, keep your mouth well away from the spout.
- If drinking from cups, dispose of them immediately.
- Dress appropriately for the weather conditions

On the Playing Field

- If drinking from water bottles, keep your mouth well away from the spout.

NB If feverish, even mildly, seek medical advice immediately.

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