



The London St. George's Rugby Club Code of Conduct For All Club Members and Guests

London St. George's requires that all athletes conduct themselves in a manner consistent with the high values and tradition maintained by London St. George's Rugby Club. All players are expected to understand that they are required to behave at all times in a manner consistent with the Code of Conduct stated herein, and will be subject to discipline under that Code if it is violated. Club members are responsible for the conduct and actions of any guests while visiting St. George's facilities or participating in St. George's events.

Preamble:

Understand that it is a privilege to be a part of the London St. George's Rugby family, and that your actions, positive and negative, reflect on St. George's as a whole. It is your responsibility to uphold the principles outlined in this Code of Conduct.

Integrity

- *Fair Play* – Abide by the rules and spirit of the game as well as the principles laid down by the applicable sport governing body. Live up to St. George's high standards of sportsmanship.
- *Honesty* – Uphold a strong moral principle at **all** times.

Citizenship

- *Ambassador* – Represent your team and sport with class and dignity.
- *Leadership* – Be a role model for younger athletes to carry on St. George's traditions.
- *Outreach* – Work to give back to the community.

Accountability

- *Courage* – Be willing to stand up and fight for our collective values.
- *Communication and Social Media* – Be accountable for the words, text, and images you put forth. Be aware that what we say in social media lasts forever; think carefully before you communicate through social media.
- *Professionalism* – Be professional all the time including conduct to teammates, coaches, referees, sport administrators, the St. George's family, and the greater community.

Respect

- *Self* – Live and play with class. Be a good sport. Be gracious in victory and accept defeat with dignity. Help fallen opponents, compliment extraordinary performance, and show

sincere respect in pre- and post-game rituals. Treat others the way you want to be treated.

- *Team* – Fully commit to your team in all ways (e.g. by going to practices, games, team functions, being loyal to your team, being on time, helping others to succeed). Put team accomplishments above personal accomplishments.
- *Community* – Be respectful of the club you represent including coaches, administrators, players, alumni and spectators.

Excellence

- *Competition* – Excel in competition. Work to continuously better your talent. Be open-minded, always be willing to listen and learn.
- *Team Spirit* – Advance the high standards and uphold the responsibilities of being a St. George's Rugby player.

Generally, the head coach is responsible for the establishment and implementation of team rules and behavioral expectations. Coaches are responsible for establishing team curfews when staying overnight (junior players only).

BEHAVIOUR EXPECTATIONS FOR ATHLETES

Coaches are to review the behavioral expectations below with their athletes prior to the start of the season.

- Your behaviour will enhance the image of London St. George's and your teammates
- You are expected to be a positive role model and an ambassador of the St. George's Rugby program, your team, and the rugby club by demonstrating the pursuit of ethical sport, fair play, honesty, integrity, and respect for others at all time
- You will conduct all team welcoming/orientations and social activities that reflect integrity, dignity, safety, and individual rights including the right to participate voluntarily – “hazing” is not permitted and a violation will be dealt with by the St. George's executive committee.
- You will conduct yourself in the spirit of sporting behavior in all situations
- You will treat others with the utmost respect and dignity, which includes but is not limited to:
 - Behaving according to the rules of your sport(s)
 - Refraining from and eliminating any sexist, racist, or discriminating language and/or behaviour
 - Treating everyone with respect regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status
- You will abide by the rules and regulations of your sport, as set out by ORU, Rugby Canada and the sport governing body.
- You will not wilfully damage the property of others including but limited to:
 - Equipment and facilities at St. George's and other rugby clubs
 - Hotel rooms
 - Transportation vehicles

- Underage players will not consume or transport alcoholic beverages on team vehicles, before or during St. George's Club events

SANCTIONS FOR VIOLATION OF PROGRAM POLICY

Violation of any policy will be dealt with in a very firm manner by the St. George's Executive Committee. Sanctions may include, but are not limited to, any or all of the following: suspension of the individual(s) from further athletic competition and/or club events, probation of the individual(s), adjustments to travel arrangements (e.g. suspension of overnight accommodation), and club membership being revoked.

SANCTIONS RELATED TO TEAM EVENTS INVOLVING ALCOHOL CONSUMPTION

It is unacceptable for any St. George's Club member to provide, purchase or otherwise procure alcohol for any underage persons prior to or during any St. George's Rugby events, including but not limited to;

- Formal or informal club events
- Post-game celebrations
- Pre-bar gatherings

Any member not abiding by this policy will be subject to the sanctions listed in the previous section, and may also include criminal implications.

POLICY ON ORIENTATION ACTIVITIES/HAZING

St. George's Rugby Club subscribes to the following definition of orientation activities/hazing as: "Any action taken or situation created intentionally, to produce mental or physical discomfort, embarrassment, harassment, or ridicule." Even well intentioned activities or situations meant to make students feel part of a group or team qualify as hazing, if they make any student feel uncomfortable in any way. All club members will be held responsible for taking the necessary steps to ensure that the individual rights of all student athletes are respected. Hazing is not permitted. An affirmation of the dignity, worth and autonomy of the individual must guide any such activity and any suggestion of coercion must be avoided. If you are aware of any hazing, please intervene if safe to do so, and/or seek help from others to stop the events at once. Any member guilty of a hazing violation is subject to the penalties listed above and may also include criminal charges.

POLICY ON HARASSMENT AND DISCRIMINATION

St. George's Rugby Club is committed to providing an environment in which all individuals are treated with respect and dignity. We recognize that harassment is prohibited by the Canadian Human Rights Code and by human rights legislation in every province and territory of Canada. Harassment can also be an offense under Canada's Criminal Code.

JUNIOR TEAM TRAVEL REGULATIONS

1. Only members of the official team travel party are authorized to accompany the group or team on St. George's Club business. Players must be accompanied by St. George's coaches or approved volunteer(s).
2. The mode of transportation should be determined by the following criteria:
 - Safety
 - Distance
 - Expense
 - Number of travel days
 - Availability
3. Use of vehicles for club business will be done in compliance with local, provincial, and Federal laws & regulations. Alcohol, drugs, and contraband will not be transported or used during club business.
4. The use of personal vehicles to transport teams is not encouraged, but we recognize it as a necessity in most cases. This places undue financial responsibility on the drivers in the case of legal action or vehicle damage. Whenever possible, vehicles should be arranged through St. George's Rugby Club.
5. In an emergency situation, the driver, the coach or team leader may make a decision to stop travel until conditions are safe. Communication with the other club members is encouraged.
6. When traveling to an away-from-home contest all team members must travel to and from the event with their teammates and must stay at the assigned lodgings. Exceptions to this must be approved by coaching staff and requested at least 72 hours before the departure date.

FUND RAISING

When a team or the St. George's Executive Committee decides that fund raising is required the following guidelines are to be followed:

1. Executive committee members must vote in favour of the idea.
2. Event must be in line with the rules, regulations and values contained in this document.
3. A member of the Executive Committee must take on or assign a team member accountable for the funds collected.
4. All receipts for items purchased for the event must be submitted to the treasurer for reimbursement to take place.