

Proposed Code of Conduct

Heroes is a team all about inclusion, on and off the field. By signing up to our team you agree to abide by our code of conduct.

The mission of our team is to provide a welcoming and safe environment for all involved. The Heroes Rugby Team will not discriminate on the grounds of ethnicity, race, nationality or religion in any matter, nor on the grounds of sex, age, sexual orientation or disability, except as a necessary consequence of the requirements of the sport.

We ask that you show respect for yourself, fellow teammates, coaches, officials and our club CFC. These can be but not limited too

Communicate with one another and to not gossip about others. Every member of the team has the right to participate in a sport environment free from harassment. Examples of behaviour that won't be tolerated but not limited to; personal harassment, humiliation, sexual harassment or unwanted advances, intimidation, offensive, subversive or hurtful comments, threats or acts of violence

Ensuring we communicate in a timely matter when unable to make training, game day or any event held by the team. We understand people have lives outside of Rugby but ask that you give the most you can to ensure the success of the Heroes. If you're unable to make training or game day the expectation is that you will communicate with the coach/team manager directly on each occurrence. Expectation is if unable to participate due to injury you will still be in attendance to ensure continued learning.

That we behave in a manner that won't bring the club, affiliates or team into disrepute. We are role models in the community and must ensure we act in a way that doesn't tarnish the name of our team, club or rugby as a whole. We must conduct ourselves in a professional manner at all times, including but not limited to social media, team and club events.

Good sportsmanship is conduct that implies winning with character and losing with dignity. We are a team and expected to act as one. Look out for your fellow team mates and do your best to ensure everyone is treated with the dignity and respect that we as Heroes stand for.

Fair play espouses striving to win, but not at all costs. Heroes Rugby players are expected to abide by the rules and regulations of the game, in both spirit and action, as set out by the New Zealand Rugby Football Union (NZRFU) Canterbury Union and Canterbury sub-union governing bodies, referees and coaching staff. Heroes Ruby Players will abide by and respect the officials decisions, and refrain from direct commentary to officials, other than communicating through the team captain. Heroes Rugby Players will refrain from the use of physical force or behaviour that reflect an intentional disregard for the safety of another player(s) outside of the rules of the game.

Safe play requires that all players report all injuries and medical injuries conditions that directly impact on their ability to play, in a timely manner. Generally this must be for all injuries and reported to the coach/team manager in the first instance. To return to the field evidence needs to be provided by your Physio or GP that you have recovered from the injury and can continue to play Rugby. Players must wear a mouth guard and correct footwear at all times. All team members are expected to abide by the directions and/or decisions of medical personnel and coaches.

If you have a grievance with a team member and unable to speak with them directly, please refer the matter to disciplinary sub-committee. The members will be made up of the team captain, CFC representative, Heroes committee representative and team member representative.

This can also include intervening on behalf of another team member. This will then be discussed with other disciplinary sub-committee members and investigated accordingly ensuring the dignity & confidentiality of all those involved is respected. This committee will then meet with all those involved to then determine appropriate disciplinary measures, these may be but not limited to, suspension for a period of time from all training/games, should the matter be determined a very serious breach of the

code of conduct then the team member could be expelled from the team permanently. The decision of the disciplinary sub-committee is binding and will be communicated to all parties verbally and in writing within one week of the meetings conclusions.

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