Appendix 8: ARU Code of Conduct

Australian Rugby Union

Code of Conduct By-Laws

1 **Interpretation**

In these By-Laws:

"ARU" means Australian Rugby Union Ltd;

"Bookmaker" means a person or organisation in the business of receiving, negotiating, or settling bets;

"Competition" means any match played as part of a structured competition or series, a trial match, a friendly match, a match against a visiting team from another union or matches, trials or any other competitions involving a Rugby Body;

"game" means rugby football;

"Laws of the Game" means the Laws of the Game of the International Rugby Board;

"Member Union" means a union in membership of ARU;

"officer" means a director, other officer or employee of the Rugby Body;

"participant" means a player (including an amateur or non-contract player), a referee, touch judge or other match official, a selector, coach, trainer, manager or other team official, or an individual involved in the organisation, administration or promotion of Rugby Football including a director, other officer or employee of a Rugby Body;

"Rugby Body" means ARU, any Member Union or Affiliated Union of ARU, or any Rugby Union, Club or other body in membership with or affiliated to a Member Union or Affiliated Union;

"Rugby-related conduct" includes behaviour which occurs outside the playing enclosure that may damage the image of Rugby Football or which may impair public confidence in the integrity and good character of participants, including, but not limited to, conduct during travel to or from either Rugby Football games or authorised tours (whether within Australia or overseas), conduct when on tour, conduct at Rugby functions and promotional events and other conduct where a participant is involved in activities connected with ARU or its sponsors;

words in the singular include the plural and vice versa; and

a reference to a gender includes the other genders.

2 Object of By-Laws

ARU is committed to promoting and strengthening the positive image of Rugby Football and its participants in Australia. In light of this commitment, the Code of Conduct seeks to establish standards of performance and behaviour to ensure that participants act in a professional and proper manner and to ensure that the game is played and conducted with disciplined and sporting behaviour. The Code of Conduct also seeks to deter all on-field and Rugby-related conduct that could damage the game of Rugby Football by impairing public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants.
In addition, these By-Laws seek to ensure that every Participant is liable to effective sanctions if they are found to have breached the Code of Conduct.

3 Code of Conduct

All participants in the game are bound:

(a) not to bet or otherwise financially speculate, directly or indirectly, on the outcome or on any other aspect of a Rugby Football match or Competition which he or she is either involved in (whether as a player, official or in any other capacity) or connected to;

(i) not to throw or fix a match, try to achieve a contrived outcome to a match or a Competition, or otherwise influence improperly the outcome or any other aspect of a match or a Competition;

(ii) not to provide information to a Bookmaker about a match or any aspect of a match which he or she is either involved in (whether as a player, official or in any other capacity) or connected to;

(b) not to seek or accept a bribe or other benefit to do anything mentioned in sub-paragraphs (i) and (ii);

(c) to report immediately to ARU any offer of a bribe or other benefit to do anything mentioned in paragraph (i) and (ii) or any attempt by any other person to do anything mentioned in paragraphs (a) ,or (b);

(d) to promote the reputation of the game and to take all reasonable steps to prevent the game from being brought into disrepute;

(e) not to engage in any Doping Practice as defined in ARU's Doping By-Laws;

(f) to comply with ARU's Safety Directives for Referees, Coaches and Players;

(g) not to repeatedly breach the Laws of the Game relating to Foul Play or Misconduct;

(h) not to abuse, threaten or intimidate a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official;

(i) not to show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, his or her decision or generally following a decision of a match official;

(j) not to use crude or abusive language or gestures towards referees, touch judges or other match officials or spectators;

(k) not to do anything which is likely to intimidate, offend, insult or humiliate another participant on the ground of the religion, sexual orientation, disability, race, colour or national or ethnic origin of the person;

(l) not to conduct themselves in any manner, or engage in any activity, whether on or off the field, that would impair public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants; and

(m) not to do anything which adversely affects or reflects on or discredits the game, ARU, any Member Union or Affiliated Union of ARU, or any squad, team, competition, Championship, sponsor, official supplier or licensee, including, but not limited to, any illegal act or any act of dishonesty or fraud.

4 **Officers of a Rugby Body**

An officer must, in relation to the Rugby Body of which he or she is an officer:

(a) act in good faith and in the best interests of the Rugby Body;

(b) avoid all conflicts of interest between:

(i) the interests of the Rugby Body; and

(ii) his or her own interests or the interests of any other person, including another Rugby Body; and

(c) not disclose to any person or use for his or her own purposes confidential information obtained as a result of the officer's relationship with the Rugby Body, including but not limited to deliberations of the board of directors or other governing organ of the Rugby Body.

5 **Duty to Comply**

Each Member Union and each Affiliated Union is obliged:

(a) to comply with, and to require Rugby Unions, Clubs and other bodies and persons in membership with it or affiliated to it to comply with, these By-Laws; and

(b) to adopt the Procedures for Monitoring and Disciplining Breaches of the Code of Conduct set out in the Appendix to these By-Laws for monitoring compliance with, and imposing sanctions for breaches of, these By-laws by participants under its jurisdiction or the jurisdiction of Rugby Unions, Clubs and other bodies in membership with it or affiliated to it.

A person may be an officer of more than one Rugby Body, in which case it is important for the person to distinguish the separate capacities in which he or she acts as an officer; for example, a director of ARU, when acting in that capacity, must act in the best interests of ARU in preference to the interests of any other Rugby Body of which he or she is an officer.