NEDLANDS RUGBY CLUB – CODE OF CONDUCT

THIS CODE APPLIES TO EVERYONE WHO IS PART OF NEDLANDS RUGBY CLUB: PLAYERS, COACHES, OFFICIALS, VOLUNTEERS, FAMILIES, SPECTATORS, SPONSORS AND VISITORS. IT SITS ALONGSIDE THE RUGBYAU CODE OF CONDUCT (JUNE 2025), WHICH TAKES PRIORITY IF THE TWO DIFFER.

Nedlands Rugby Union Football Club
EST. 1934 – ABN 86 545 138 527

1. Purpose

This Code of Conduct sets out the standards of behaviour expected of everyone involved in Nedlands Rugby Club (the Club), so that Neddies is safe, fair, inclusive and enjoyable for all, from our juniors to our Premier Grade players, and from our newest volunteers to our longest-serving members.

This Code operates within, and does not replace, the RugbyAU Code of Conduct (June 2025) (the RugbyAU Code), which remains the overarching authority on standards of behaviour and Prohibited Conduct. Where anything in this document is inconsistent with the RugbyAU Code, the RugbyAU Code prevails. Laws of the Commonwealth and of Western Australia, including the Equal Opportunity Act 1984 (WA), always take precedence.

2. Scope

This Code applies to all players, coaches, officials, administrators, board and committee members, volunteers, parents, guardians, spectators, sponsors and visitors, at training, matches, Club events, functions, the Club's grounds and clubrooms, and in related online interactions (including social media and team messaging groups), consistent with the scope of the RugbyAU Code.

On-field foul play dealt with by a referee, citing or sending off under World Rugby Law 9 is handled under the RugbyAU Disciplinary Rules and not under this Code.

3. Our Values

We expect everyone at the Club to act in accordance with Rugby Australia's core values of Passion, Integrity, Discipline, Respect and Teamwork, and with the Club's own values.

4. General Expectations

Everyone connected to the Club must:

- Treat every person with respect, courtesy and dignity, regardless of their role, background, gender, age or ability;
- Act with honesty, integrity and professionalism;
- Take responsibility and be accountable for their own behaviour;
- Respect the role of coaches, referees, officials and administrators, and their decisions;
- Prioritise the safety, health and welfare of players and others at all times;
- Help make the cluby;
- Never engage in verbal or physical abuse, bullying (including cyber-bullying), harassment, discrimination, vilification, victimisation or sexual misconduct;
- Never make comments or behave in a way that is ageist, sexist, racist, disabled, homophobic or transphobic, in person or online;
- Respect and protect the personal information of others;
- Use social media appropriately, consistent with the RugbyAU Social Media Policy and any club social media guidelines; and
- Never bring the club, Rugby WA, Rugby Australia, or the game of rugby into disrepute.

Full definitions and examples of Prohibited Conduct are set out in the RugbyAU Code.

5. Expectations by Role

5.1 Players

- Play fairly and within the laws of the game, and accept the decisions of match officials
- Respect opponents, teammates, coaches and officials, win or lose;
- Support and encourage teammates, and never ridicule, exclude or bully another player;
- Take care of the club and shared facilities and equipment, including the foreshore ground, changerooms and clubrooms; and
- Attend training and matches with a positive attitude, and communicate with coaches or team managers if unable to attend.

5.2 Coaches and Team Officials

- Prioritise player safety, welfare and enjoyment ahead of results, particularly for junior players;
- Use positive coaching methods: encourage effort and improvement, and never ridicule, yell at, or belittle a player
- Maintain appropriate, professional relationships with players at all times, consistent with the RugbyAU Child and Young Person Safeguarding Policy;
- Hold and maintain any required coaching accreditation and complete mandatory RugbyAU education modules;
- Model the standards of behaviour expected of players, and address poor conduct promptly and fairly; and
- Never use excessive physical exercise as punishment.

5.3 Board Members, Administrators, Officials and Volunteers

- Carry out club duties honestly, reliably and to the best of their ability;
- Treat players, families and fellow volunteers with respect and patience;
- Declare any conflict of interest and step aside from decisions where one exists;
- Handle Club funds, records and personal information responsibly and in line with Club policies for their role; and
- Hold a current Working With Children Check where their role involves contact with junior players.

5.4 Parents, Guardians and Spectators

- Encourage all players, not just your own child, and celebrate effort as much as results;
- Respect the decisions of coaches and match officials, and never criticise or abuse them, another player, or another spectator at or around a match or training session;
- Never coach from the sideline; leave coaching to the coaches;
- Model good sportsmanship for the children watching; and
- Raise any concern through the appropriate Club channel rather than directly confronting a player, coach or official at a game or training session.

5.5 Sponsors, Venue Hirers and Visitors

- Respect the Club's grounds, clubrooms and facilities, and comply with any hire or sponsorship agreement and the Club's directions on use of the venue;
- Treat Club members, volunteers and staff with courtesy and respect; and
- Ensure guests and attendees at your event or function observe the standards in this Code.

6. Behaviour at Training, Matches, the Clubrooms and Events

Anyone attending a Club activity, ground or function must not:

- Engage in violence, aggression or intimidation, including in changerooms, warm-up areas, the bar or towards players, coaches, officials, volunteers or staff;
- Behave in a drunk and disorderly way, or in a way that spoils the experience or safety of others. Alcohol must be consumed responsibly and in line with the Club's licence conditions and the Responsible Service of Alcohol requirements;
- Possess, use or be under the influence of illegal drugs at or near the Club or any Club activity;
- Continually or unreasonably disrupt matches, training or events, or interfere with those performing their duties;
- Create a public nuisance in or around the Club's grounds and neighbouring areas; or
- Deliberately damage Club property or the property of others.

Directions to leave. Anyone who breaches this Code at a Club activity, ground, clubroom or function may be directed to leave by an Authorised Club Official, and must leave immediately and without argument. A direction may be given where it is reasonably necessary to protect the safety or wellbeing of any person, to stop a breach continuing, to protect Club property, or to protect the Club's integrity and reputation. A direction to leave is an immediate safety measure. It is not a finding that a breach has occurred, and it does not stop the Club dealing with the matter afterwards under section 9 and the RugbyAU Code.

Who may give a direction. An Authorised Club Official is a Board member, the Welfare and Complaints Officer, the licensee, approved manager or bar manager on duty for the Club's licensed premises, or any other person the Board has authorised in writing for a particular event or role. Being a member, including a Life Member, does not by itself give a person authority to direct someone to leave.

Licensed premises. The Club's licensee, approved manager and authorised staff also have their own powers under the Liquor Control Act 1988 (WA), including to refuse entry to, or require to leave, a person who is intoxicated, violent, quarrelsome or disorderly. Those powers apply in addition to this Code, are exercised in line with the Club's licence conditions and Responsible Service of Alcohol requirements, and are recorded in the Club's incident register.

How a direction is given. Directions must be reasonable and given calmly, and where possible by two officials or in front of another person. Officials must not use physical force or put themselves at risk. If a person refuses to leave, or the situation is unsafe, call the police on 000. A direction must never be based on a person's age, disability, race or ethnicity, sex, gender identity, sexual orientation, religion or any other Protected Characteristic. A child must never be sent away alone: the official must contact a parent or guardian, or make sure the child is supervised and safe. Every direction must be reported to

the Welfare and Complaints Officer as soon as possible and recorded in writing (who, what, when, where and who was present).

After a direction. The Welfare and Complaints Officer will follow up with the person and deal with any complaint under section 9. While the matter is being dealt with, the Board may, consistent with the RugbyAU Code, temporarily exclude the person from Club activities, facilities and events. A person who refuses to leave, or returns after being directed to leave, may face further action, including referral to the police and a longer exclusion, and doing so is itself a breach of this Code.

7. Respect for Referees and Other Officials

Referees, match managers, ground marshals and other officials give their time so that the game can be played. Everyone must accept and respect their authority and must not verbally abuse, threaten or intimidate them, question their integrity, or show unreasonable dissent or criticism of an official or their decisions, in person or online. Concerns about officiating should be raised through the Club, not on the sideline or on social media.

8. Child Safety

The Club is committed to the safety and wellbeing of children and young people. Everyone must comply with the RugbyAU Child and Young Person Safeguarding Policy and with their mandatory reporting obligations under Western Australian law. If a child is at immediate risk of harm, contact the police on 000 first, then notify the Club's Welfare and Complaints Officer.

9. Raising a Concern or Making a Complaint

9.1 Who handles complaints. Under the RugbyAU Code, complaints are managed at the lowest appropriate level first. For matters at Club level, the Club's Welfare and Complaints Officer (the Club's Complaint Handler under the RugbyAU Code).

9.2 How to complain. Complaints should be made in writing to the Club's Welfare and Complaints Officer, or via the RugbyAU reporting-a-concern page. Complaints may be made anonymously, although this may limit what can be done. Complaints made through social media will not be accepted or acknowledged.

9.3 Conflicts of interest. If the Welfare and Complaints Officer or the Club has a real or perceived conflict of interest, the matter will be referred to the next level up (Rugby WA) to decide who should handle it.

9.4 Serious matters. Egregious or criminal conduct (such as sexual abuse), doping, and match fixing or corruption must be escalated to Rugby AU. Where appropriate, matters will also be referred to the police, child protection authorities or another regulator.

9.5 Fair process. Complaints will be treated seriously, promptly, fairly and neutrally, with everyone involved given a reasonable opportunity to be heard. Complaints and related information will be kept confidential except where disclosure is necessary to deal with the complaint, required by law, or consented to. A support person may accompany anyone involved, on written request to the Welfare and Complaints Officer.

9.6 Outcomes. Where a breach is found, the outcome is determined under the RugbyAU Code's process and may include a reminder of obligations, a warning or reprimand, an apology, education or training, conditions on or removal of a role or accreditation, suspension or exclusion from Club activities or facilities, or suspension or termination of membership.

9.7 Protection from victimisation. No one will be victimised or disadvantaged for raising a genuine concern about a breach of this Code in good faith. Knowingly false or malicious complaints are themselves a breach of the Code.

10. Acknowledgement

By registering as a player, taking on a role, joining the Club, or attending Club activities, everyone agrees to be bound by this Code and the RugbyAU Code. Ignorance of the Code is not a defence. The Club will publish this Code on its website, make it available at registration and in the clubrooms, and ask players (and parents or guardians of junior players), coaches and volunteers to confirm they have read and understood it.

11. Review and Amendments

This Code will be reviewed annually, or as required, by the Board to ensure relevance, effectiveness and alignment with the RugbyAU Code. Amendments may be proposed by any Club member but must be approved by the Board before they take effect.

12. Our Commitment

Nedlands Rugby Club is at its best when everyone (players, coaches, officials, volunteers, parents, sponsors and supporters) holds themselves to these standards. By playing fair, treating each other with respect and looking out for one another, we keep Neddies a place people are proud to belong to.
