



CODE OF CONDUCT

1. WHO DOES THE CODE APPLY TO?

This Code applies to all Participants involved with the Academy, whether they are in a paid or unpaid/voluntary capacity, including:

- Individuals sitting on boards, committees and sub-committees;
- Employees and volunteers;
- Support personnel (e.g. managers, physiotherapists, psychologists, masseurs, sport trainers)
- Coaches and assistant coaches;
- Athletes and players;
- Parents, guardians, spectators and sponsors to the full extent that is possible.

2. OTHER KEY POLICIES AND FURTHER INFORMATION

There are several associated policies, codes and guidelines referenced in this Code that all participants in FHSRA are bound by. It is important that you familiarise yourself with these requirements of participation. These policies and codes are constantly evolving to meet contemporary issues within the sport and as such are updated from time to time. A number of these policies if breached, may result in action pursuant to this Code. Please find below a non-exhaustive list of key policies:

- Concussion Policy
- Safety Policy
- Participation Policy

Additionally, there are a number of other national policies that Participants are bound by that contain their own disciplinary regimes. Please find below a non-exhaustive list of those key policies:

- Anti-Corruption and Betting Code
- Anti-Doping Code
- Member Protection Policy.

FHSRA is always seeking to ensure that current and valuable education material is made available to all Participants. Please see for example:

- Rugby Learning Management System
- Play by the Rules' modules
- Resources provided from time to time by our international coaching panel

We encourage the continued use of these resources.



Similarly, the following policies, whilst not binding on non-professional participants in FHSRA provide guidance on several important issues in sport.

1. CODE OF CONDUCT - PLAYERS

1.1 Your safety and the safety of your teammates and opponents comes first. Be aware of, and always comply with, the FHSRA Safety Policies and Guidelines.

1.2 Be a good sport, displaying modesty in victory and graciousness in defeat.

1.3 Treat everyone equally, fairly and with dignity regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age, or disability. Any form of bullying, harassment or discrimination has no place in Rugby.

1.4 Do not repeatedly breach the Laws of the Game relating to Foul Play or Misconduct (as those terms are defined in World Rugby Regulations).

1.5 Accept and respect the authority of a referee, assistant referee, touch judge or other match or team official. Do not abuse, threaten, or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official.

1.6 Do not make any public comment that is critical of the performance of a match official, player, team official, coach or employee/officer/volunteer of any club or a Union; or on any matter that is, or is likely to be, the subject of an investigation or disciplinary process; or otherwise make any public comment that would likely be detrimental to the best interests, image and welfare of the Game, a team, a Academy, a competition or Union.

1.7 Use social media appropriately. By all means share your positive experiences of Rugby but do not use social media as a means to breach any of the expectations and requirements of you as a player contained in this Code or competition rules and regulations.

1.8 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, Academy, Rugby Body or Rugby into disrepute or discredit. If you commit a criminal offence, this is likely to adversely reflect on you and your team, club, Academy, Rugby Body and Rugby



1.9 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.

1.10 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in FHSRA. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.

1.11 You must ensure the assigned attire for practices games and other events prescribed by the Academy is adhered to.

1.12 You are required to bring your own water bottle for practice session for better hygiene purposes.

1.13 Ensure you do not leave the stadium during the practice sessions without proper approval of the coach & Admin Manager.

2. CODE OF CONDUCT - COACHES

2.1 The safety, health and welfare of players comes first. Be aware of, and always comply with, the FHSRA Safety Policies and Guidelines and be alerted to minimise dangerous or foul play.

2.2 Treat everyone equally regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age, or disability. Any form of bullying, harassment or discrimination has no place in Rugby.

2.3 Obtain and maintain all required coaching accreditation/s and complete all training and education associated with such accreditation.

2.4 Maintain a thorough knowledge of the Laws of the Game and current coaching methods.

2.5 Actively discourage foul play and/or unsportsmanlike behavior of players.

2.6 Accept and respect the authority of a referee, assistant referee, touch judge or other match or team official. Do not abuse, threaten or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official.



2.7 Maintain appropriate, professional relationships with players at all times.

2.8 Do not make any public comment that is critical of the performance of a match official, player, team official, coach or employee/officer/volunteer of any club, academy or a Union; or on any matter that is, or is likely to be, the subject of an investigation or disciplinary process; or otherwise make any public comment that would likely be detrimental to the best interests, image and welfare of the Game, a team, a Academy , a competition or Union.

2.9 Use social media appropriately. By all means share your positive experiences of Rugby but do not use social media as a means to breach any of the expectations and requirements of you as a coach contained in this Code or as required in any Union, club or competition rules and regulations.

2.10 Do not encourage, promote, or turn a blind eye to any fixing or attempt to achieve a contrived outcome in a match or any moment or aspect of a match. If you notice something, you must report it immediately.

2.11 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, academy, Union or Rugby into disrepute or discredit. If you commit a criminal offence, this is likely to adversely reflect on you and your team, club, Union and Rugby.

2.12 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.

2.13 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in FHSRA. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.

2.14 You should maintain a professional relationship with Parents, guardians and should refrain from requesting personal favors.

2.15 You cannot physically harm any player or co- coaches

2.16 You must maintain and adhere to the confidentiality policy of FHSRA and should not share any personal details of players or students.



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2.17 You should encourage all students to speak in English language for their benefit, however, ensure the correct message is passed down to all students.

2.18 You must wear the coaches kit always provided by the Academy during the sessions.

2.19 You must mark your attendance and for what ever reason is unable to attend a session should keep the Admin manager informed.

3. CODE OF CONDUCT – ADMINISTRATORS, OFFICERS OF THE ACADEMY

3.1 The safety, health and welfare of players comes first. Be aware of, and always comply with, the FHSRA Safety Policies and Guidelines and be alerted to minimise dangerous or foul play.

3.2 Treat everyone equally regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age or disability. Any form of bullying, harassment or discrimination has no place in Rugby.

3.4 Ensure that you appoint appropriate complaint handling personnel in accordance with the FHSRA Complaint Handling Guidelines and that the name and contact details of such personnel are notified to all relevant Participants.

3.5 Ensure that that any code of conduct and reporting and disciplining procedures introduced by FHSRA are consistent with this Code.

3.6 Put in place appropriate measures to ensure that spectator behavior is free from any verbal or physical abuse, bullying, harassment, or discrimination. This includes, but is not limited to, ensuring that appropriate Conditions of Entry Guidelines and Ground Marshall Guidelines are implemented and enforced. Each match must have at least one Ground Marshall appointed, with one per club being recommended.

3.7 Act in good faith and in the best interests of FHSRA. This responsibility includes avoiding all conflicts of interest.

3.8 Keep confidential and do not use or disclose any confidential information obtained because of your position with and relationship to the Rugby Body, including but not limited to, deliberations of the board of directors, committee or other governing organ of the Rugby Body.

3.9 Ensure that your players, staff, and volunteers are educated on this Code, the FHSRA Safety Policies and Guidelines and Inclusion Policy(s) and Guidelines, Anti-Doping Regulations.



3.10 Accept and respect the authority of a referee, assistant referee, touch judge or other match or team official. Do not abuse, threaten, or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official.

3.11 Do not make any public comment that is critical of the performance of a match official, player, team official, coach or employee/officer/volunteer of any club or a Union; or on any matter that is, or is likely to be, the subject of an investigation or disciplinary process; or otherwise make any public comment that would likely be detrimental to the best interests, image and welfare of the Game, a team, a club, competition or a Union.

3.12 Use social media appropriately. Share your positive experiences of Rugby but do not use social media as a means to breach any of the above expectations and requirements of you as an officer.

3.13 Do not encourage, promote, or turn a blind eye to any fixing or attempt to achieve a contrived outcome in a match or any moment or aspect of a match. If you notice something, you must report it immediately.

3.14 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, academy into disrepute or discredit. If you commit a criminal offence, this is likely to adversely reflect on you and your team, Academy, Union and Rugby.

3.15 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.

3.16 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in the academy. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.



4. CODE OF CONDUCT – SPECTATORS/PARENTS

4.1 The safety, health and welfare of players comes first. Be aware of, and always comply with, the FHSRA Safety Policies and Guidelines and be alerted to minimise dangerous or foul play.

4.2 Treat everyone equally regardless of gender or gender identity, sexual orientation, ethnicity, cultural or religious background, age or disability. Any form of bullying, harassment or discrimination has no place in Rugby.

4.3 Be aware of, and always comply with, the World Rugby Participation and Inclusion Policy(s) and Guidelines.

4.4 Accept and respect the authority of a referee, assistant referee, touch judge or other match official. Do not abuse, threaten, or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, assistant referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager, or other team official.

4.5 Accept that everyone makes mistakes. Do not ridicule or yell at players.

4.6 Encourage children to play by the Laws of the Game and have fun.

4.7 At all times comply with any conditions of entry and follow the directions of Ground Marshalls and/or other duty officials.

5.8 Take an active role in eliminating bad behavior of other spectators by reporting incidents to Ground Marshalls.

5.9 If consuming alcohol at a match or a Rugby related activity, do so responsibly and in a respectable manner.

5.10 Use social media appropriately. By all means share your positive experiences of Rugby but do not use social media as a means to breach any of the above expectations and requirements of you as a Participant of Rugby.

5.11 Do not otherwise act in a way that may adversely affect or reflect on, or bring you, your team, academy or Rugby into disrepute or discredit. If you commit a criminal offence, this is likely to adversely affect you and your team, academy, Union and Rugby.

5.12 You must assist in any investigation or disciplinary proceedings and ensure that no inaccurate and/or misleading information is provided by you during the course of an investigation or hearing under this Code or in relation to any other disciplinary proceedings.



5.13 You must disclose any incident, matter or set of circumstances (irrespective of when it occurred) that does, or has the potential to, render you an unfit or improper person to be a Participant in the academy. This includes any incident, matter or set of circumstances that could damage the game of Rugby or bring into question the integrity and good character of its Participants.

6. REPORTING

6.1 Complaints with respect to an alleged breach of this Code can be formal or informal.

6.2 The lowest level at which a matter can be dealt with shall always be preferred. Therefore, if a complaint relates to behavior or an incident that occurred during academy activities should be brought to the notice of Admin Manager.

6.3 Where there is real or perceived conflict of interest in the matter being dealt with at a certain level, the matter should be referred by either the complainant or the academy body to the level immediately above.

6.4 Only complaints that relate to alleged conduct at the highest level and the most serious cases should be referred to the Directors of the Academy.

6.5 Where the subject matter of the complaint is of such a nature as to give rise to a breach of the FHSRA Member Protection Policy, consideration should be given by the complainant to exploring the various informal resolution methods contained therein, including mediation.

6.6 Where a complaint falls outside the parameters of this Code and should be dealt with another way; for example, where the law may require that the complaint/allegation be reported to an appropriate authority, then the matter should be referred to such authority at the earliest possible (National Child Protection Authority)

7. COMPLAINT HANDLING

7.1 Each complaint must be handled in a fair, just and transparent manner Handling Guidelines and should apply the following principles:

- (a) treat complaints seriously:
- (b) act promptly
- (c) treat people fairly and listen to all sides of the story
- (d) stay neutral



- (e) keep parties to the complaint informed
- (f) use all efforts to maintain confidentiality if possible
- (g) protect against victimisation
- (h) keep accurate records
- (i) make decisions based only on information gathered not personal views; and
- (j) recommendations of disciplinary action should be proportionate to the breach.

8. INVESTIGATIONS

8.1 FHSRA will appoint an independent Investigating Officer(s) to be responsible for investigating complaints made pursuant to this Code. The Investigating Officer(s) should have suitable expertise or experience in conducting investigations.

8.2 FHSRA is responsible for commissioning the Investigating Officer dependent on the level of the matter, having consideration to violation.

8.4 Where a complaint falls outside the parameters of this Code and should be dealt with another way; for example, where the law may require that the complaint/allegation be reported to the National Child Protection Authority.

8.5 Where the matter involves an allegation of a criminal act or there is an identified risk or danger to a Participant, the academy has the power to stand down an alleged offending Participant from any role or duties pending the outcome of an investigation and/or proceedings relating to the allegation. This decision may be on an interim basis and can be revisited by FHSRA if considered appropriate to do so.

8.6 The Investigating Officer must prepare a written statement of his/her factual findings and recommendations and provide copies of that statement to:

- (a) Admin Officer
- (b) Board of Directors

8.9 Where FHSRA, after having considered the Investigating Officer's report, is of the view that no further action will be taken, that fact must notify in writing to the Participant or the complaint, of such outcome.