



**AGE GRADE PLAYER
CODES OF
CONDUCT**



APPENDIX 1

WRU CODES OF CONDUCT

We all have a responsibility, both on and off the field, to promote high standards of behaviour in the Game, as well as uphold the values, spirit and image of Welsh rugby.

In line with our strategic vision, our purpose is to ensure more people engage with rugby, as often as possible, with more enjoyment and more success. Our strategic vision is to encourage Club and School officials to be true to rugby's values and provide role model leadership within the community.

We all want to ensure we protect our players, officials, volunteers, referees and the image and values of our Game.

1. There are separate Codes of Conduct relating to:

- (a) Age Grade Players; and
- (b) social media and communications.

each of which shall be applied accordingly.

2. For breaches of the Codes of Conduct, the Age Grade Disciplinary Panel may impose such sanctions and penalties as it deems appropriate including, without limitation, a warning, a reprimand, a financial penalty or suspension from playing and points deduction. The imposition of sanctions and penalties shall be subject to the right to appeal in accordance with these Age Grade Rugby Disciplinary Regulations.

3. In accordance with paragraph 6 below, a Code of Conduct Report/Complaint can be initiated by any of the following to the WRU Disciplinary Department:

- (a) a Club or School;
- (b) match officials;
- (c) referee advisers;
- (d) The Club Secretary or a Senior Club Official (in his/her absence);
- (e) The WRU Disciplinary Officer; or
- (f) a member of the WRU Board of Directors/WRU Council.

4. A Code of Conduct Report/Complaint shall ordinarily be made within seven (7) days of the incident complained of. Reports or Complaints which fall outside this period may be considered by the WRU if it is in the interests of the Game to do so, or if it was not reasonably practicable for the complaint to have been made within the seven-day window.
5. A Code of Conduct case may be commenced by the WRU in accordance with Regulation **Error! Reference source not found.** of the Age Grade Rugby Disciplinary Regulations.
6. A Code of Conduct Report should contain the following:
 - (a) the name of the Person, Club or School submitting the Code of Conduct Report;
 - (b) full details of the complaint; and
 - (c) any evidence relied on by the party submitting the Code of Conduct Report.

A standard Misconduct complaint form (to be completed) can be obtained from the WRU website.

7. The Disciplinary Officer shall determine what steps, if any, to take in relation to the allegations contained in the Code of Conduct Report in accordance with Regulation **Error! Reference source not found.** of the Age Grade Rugby Disciplinary Regulations.
8. Age Grade Persons acting in a capacity other than as an Age Grade Player are expected to adhere to the principles set out in the applicable Codes of Conduct as set out in the WRU Disciplinary Regulations.
9. Where it is determined that disciplinary proceedings are to be commenced against a Age Grade Person, such disciplinary proceedings shall be commenced and conducted in accordance with Regulation 6 of these Regulations.
10. A party and/or Age Grade Person that receives a Disciplinary Notice in respect of a Code of Conduct Complaint/Report must within seven (7) day of receipt of the Notice respond to the WRU Disciplinary Department to confirm whether the allegation is accepted or disputed.

A standard Misconduct complaint response form (to be completed) can be obtained from the WRU website.

11. The WRU Disciplinary Department may, in its sole discretion, refer a Code of Conduct complaint to a Panel or such other person whom the WRU Disciplinary Department considers to be appropriately experienced for review, in order to establish whether the complaint satisfies the evidential threshold and/or the rugby interest threshold for further action/sanctioning, before any disciplinary proceedings are commenced.
12. For the avoidance of doubt, Code of Conduct cases relating to Persons other than Age Grade Persons shall be dealt with in accordance with the Code of Conduct appended to the WRU Disciplinary Regulations, and shall proceed in accordance with those Regulations.
13. For the avoidance of doubt, nothing in a Code of Conduct complaint shall preclude the WRU from exercising its power to commence disciplinary proceedings against a Club or School in accordance with Regulation 6 of these Age Grade Rugby Disciplinary Regulations.

1. CODE OF CONDUCT FOR AGE GRADE PLAYERS

Promote and comply with the Laws of the Game and Regulations

1.1 Age Grade Players must:

- (a) comply with the Code of Conduct for Age Grade Players;
- (b) adhere to the Laws of The Game, the World Rugby Regulations, the Rules and Regulations of the WRU, the rules of any competition (on and off field) in which their Club or School participates in, and their Club or School rules at all times;
- (c) comply with the WRU's Anti-Doping Rules and all anti-doping regulations issued by World Rugby and WADA;
- (d) comply with the WRU's Safeguarding Policy; and
- (e) comply with the Anti-Corruption and Betting Regulations issued by World Rugby.

Any Player found not to have not complied with the provisions set out within each of the Laws and Regulations stipulated above, may also be subject to disciplinary proceedings and sanctions being imposed pursuant to paragraph 2 of the WRU Age Grade Codes of Conduct.

Promote High Standards of Behaviour

1.2 Players shall win and lose with dignity, shall uphold the values and spirit of the Game and shall take all possible steps to prevent the Game from being brought into disrepute.

1.3 Players shall:

- (a) speak to team-mates, the opposition, spectators, match officials and their coach/manager with respect on and off the field; and
- (b) respect and observe the authority of match officials' and their decisions at all times.

Ethical and Professional Behaviour

1.4 Players shall conduct themselves at all times in an ethical and professional manner, observe the highest standards of integrity, and shall not engage in any conduct or any activity (whether on or off the field) that may impair public confidence in the honest and orderly conduct of a match, tour, tournament or series of matches or in the integrity and good character of any person.

1.5 Players shall not:

- (a) Engage in behaviour which is prejudicial to the interests of the WRU and/or the Game;

(b) engage in offensive, insulting or abusive language or behaviour towards other players, match officials, opposition players, coaches, team managers, officials and spectators;

(c) engage in bullying, intimidation or harassment of other players, match officials, opposition players, coaches, team managers, officials and spectators; or

(d) engage in any behaviour that is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the grounds of age, disability, gender reassignment, race (including colour, nationality, ethnic or national origins), religion or belief, sex, sexual orientation.

Social Media and Communications

1.6 Players shall not engage in public criticism (whether via social media or social networking sites or otherwise) of any player, Club, match officials, opposition players, coaches, team managers, Club officials, spectators or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.

1.7 Players shall comply with the Social Media and Communications Code of Conduct.

2. SOCIAL MEDIA AND COMMUNICATIONS CODE OF CONDUCT

Expectations and Standards Required

- 2.1 A Player shall promote their Club online in a positive way.
- 2.2 A Player shall not promote poor sportsmanship online.
- 2.3 A Player shall not incite violence on or off the field through the use of social media.
- 2.4 A Player shall not act in a way that is prejudicial to the interests of the WRU and/or the Game, including through the use of social media or social networking websites or otherwise.
- 2.5 A Player shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) or make any public criticism of any Club or any match official, coach, team manager, Club official, Player and/or employee or worker of his or another Club or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.
- 2.6 A Player shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) criticism of the manner in which the Disciplinary Panel, WRU Professional Disciplinary Panel or the Appeal Panel (as applicable) handled or resolved any dispute or disciplinary matter.
- 2.7 Pursuant to Regulation 5.19, and subject to Regulations 5.19 to 5.23, of the Disciplinary Regulations, all oral or written representations, submissions, evidence and documents created in the course of any proceedings (to include decisions) are confidential (together "Confidential Proceedings Materials"). A Player, coach, team manager, Club official, match official and referee adviser shall not publish or cause to be published in any medium (including via any social media or social networking websites), any Confidential Proceedings Materials.
- 2.8 For the avoidance of doubt, a reference herein to social media and/or social networking websites includes (but is not limited to) a reference to Facebook, WhatsApp, Snapchat, Twitter, emails and text messages.