



CODE OF CONDUCT AND ETHICS

DATE APPROVED: MARCH 31, 2025

CODE OF CONDUCT AND ETHICS

Preamble

This Code applies to Members of the Edmonton Tiger Rugby Club and the Leprechauns Rugby Football Club (dba the Leprechaun Tiger Rugby Football Club) (the “**Organization**”) in various capacities. For ease of understanding, **sections 1 through 13** are applicable to **all members**. **Section 14** contains information specific to **Directors, Officers, and Committee Members**. **Section 15** contains information specific to **Coaches and Instructors**. **Section 16** contains information specific to **Athletes**. **Section 17** contains information specific to **Parents and Guardians** of Members under the age of 18. As a parent or Guardian of a Member under the age of 18, this Code of Conduct will apply to you as well as the underage member, so we ask that you please make them aware of their obligations as a member of the LeprechaunTigers Rugby Football Club. Everyone agreeing to this Code is expected to read the entire Code.

Purpose

1. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of the Organization by making Members aware that there is an expectation, always, of appropriate behaviour consistent with the Organization’s core values. The Organization supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.
2. The core values of the Organization are:
 - a) Mutual respect for Members, coaches and officials;
 - b) Providing opportunities for individuals of all ages and abilities in a positive environment;
 - c) Promoting the growth and improvement of the Game of Rugby; and
 - d) Sportsmanship and respect for the Game of Rugby on and off the field.
3. This Code is adapted from and aligns with the Rugby Canada Code of Conduct as of March 9, 2021.

Definitions

4. In this Code,
 - a) “Board Member” means any of the Organization’s Officers and Directors, including President, Vice President, Secretary, Treasurer, Director of Men’s Rugby, Director of Women’s Rugby, Director of Junior Rugby, Director of Facilities, Director of Social, Director of Communications, Director of Fundraising, and Members At Large.
 - b) “Member” means any individual registered in any capacity with the Organization. This includes, but is not limited to, players, social members, board members, and coaching staff.
 - c) “Person of Authority” means any individual registered as a Board Member, a coach, or in any other position where the individual has authority over another Member(s).
 - d) “Athlete” means any individual registered as a player at any level.

Application of this Code

5. This Code applies to any Member’s conduct during the business, activities, and events of the Organization including, but not limited to: competitions, practices, evaluations, treatment, or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, social events, and any meetings.
6. This Code also applies to Members’ conduct outside of the business, activities, and events of the Organization when such conduct adversely affects the Organization’s relationships (and the work and sport environment) or is detrimental to the image and reputation of the Organization. Such applicability will be determined by the Organization, as applicable, at its sole discretion.

7. This Code applies to Members active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Member was active in the sport.
8. In addition, breaches of this Code may occur when:
 - a) the involved Members interacted due to their mutual involvement in the sport; or
 - b) where the incident has a serious and detrimental impact on the Member(s) if the incident occurred outside the sports environment.
9. Any Member who violates this Code may be subject to sanctions pursuant to the Organization's Bylaws (the "Bylaws"). In addition to facing possible sanctions pursuant to the Bylaws, a Member who violates this Code at any time may be removed from the competition or training area, and the Member may be subject to further sanctions, such as suspension or expulsion.

Persons in Authority and Maltreatment

10. Persons in Authority are responsible for recognizing instances of Maltreatment and reporting these instances to the Executive Committee. Maltreatment includes, but is not limited to: abuse, assault, harassment, sexual harassment, bullying, and hazing.
11. Maltreatment can be any of the above prohibited behaviours and conduct listed in section 10, provided the Maltreatment occurs in any one or a combination of the following situations (the physical location(s) where the alleged Maltreatment occurred is not determinative):
 - a) Within a sport environment;
 - b) When the Member alleged to have committed Maltreatment was engaging in sport activities;
 - c) When the Members involved interacted due to their mutual involvement in sport; or
 - d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Member.
12. It is a violation of the Code for Persons in Authority to place Members in situations that make them vulnerable to Maltreatment. This includes, but is not limited to: instructing a Member and coach to share a hotel room when traveling, and hiring a coach who has a past history of Maltreatment.

Responsibilities

13. Members have a responsibility to:
 - a) Conduct themselves in a manner consistent with the Organization's values;
 - b) Refrain from any behaviour that constitutes Maltreatment, Discrimination, or Harassment;
 - c) Refrain from bringing outside alcohol onto the Organization's premises, making unauthorized purchases on behalf of the Organization, and engaging in any other forms of stealing from the Organization;
 - d) Respect the dignity and self-esteem of other Members by:
 - (i) Treating each other with the highest standards of respect and integrity;
 - (ii) Focusing comments or criticism appropriately and avoiding public criticism of Members, coaches, officials, organizers, volunteers, or other Members;
 - (iii) Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - (iv) Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
 - (v) Consistently treating individuals fairly and reasonably; and
 - (vi) Ensuring adherence to the rules of the sport and the spirit of those rules.
 - e) Not make any public comment that is critical of the performance of a match official, player, team official, coach or employee/officer/volunteer of Rugby Canada, a Provincial Union, or Club; 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 sport of rugby, a team, a competition, a Provincial Union, or Club;

- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- g) In the case of Minors, not consume alcohol, tobacco, or cannabis at any competition or event;
- h) Take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations;
- i) When driving a vehicle for a purpose associated with the Organization;
 - (i) Have a valid driver's license;
 - (ii) Not be under the influence of alcohol or any impairing substances;
 - (iii) Have valid car insurance; and
 - (iv) Refrain from holding a mobile device;
- j) Respect the property of others and not wilfully cause damage;
- k) Promote sport in the most constructive and positive manner possible;
- l) Use social media appropriately and not use social media as a means to breach any of the expectations and requirements of Members described in this *Code of Conduct and Ethics* and the Bylaws.
- m) Adhere to all federal, provincial/territorial, municipal, and host country laws;
- n) Adhere to the policies and procedures of World Rugby when applicable, such as World Rugby Regulations;
- o) Comply, at all times, with the Bylaws, policies, procedures, and rules and regulations of the Organization, as applicable and as adopted and amended from time to time;
- p) Report any ongoing criminal investigation, conviction, or existing bail conditions that may be relevant to the Organization's operations.

Officers, Directors, and Committee Members

14. In addition to section 10 (above), Officers, Directors, and Committee Members, of the Organization will have the responsibility to:

- a) Ensure their loyalty prioritizes the interests of the Organization;
- b) Act with honesty and integrity and conduct themselves in a manner consistent with the Organization's values and with the nature and responsibilities of the business and the maintenance of Members' confidence;
- c) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- d) Conduct themselves openly, professionally, lawfully, and in good faith;
- e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- f) Behave with decorum appropriate to both circumstance and position;
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
- h) Respect the confidentiality appropriate to issues of a sensitive nature;
- i) Respect the decisions of the majority and resign if unable to do so;
- j) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings; and
- k) Have a thorough knowledge and understanding of all of the Organization's governance documents.

Coaches and Instructors

15. The coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously. In addition to section 10 (above), coaches and instructors have the responsibility to:

- a) Avoid any behaviour that abuses the power imbalance inherent in the coaching position to
 - (i) establish or maintain a sexual relationship with an Athlete that they are coaching; or
 - (ii) encourage inappropriate physical or emotional intimacy with an Athlete, regardless of the Athlete's age;
- b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes;
- c) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes;
- d) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments;
- e) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate;
- f) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in decisions that affect the Athlete;
- g) Act in the best interest of the Athlete's development as a whole person;
- h) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to the Organization, including those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method;
- i) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances and, in the case of Minors, alcohol, cannabis, and/or tobacco;
- j) Respect Athletes competing for other jurisdictions and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes;
- k) Adhere to the policies and procedures of Coaching Association of Canada, when applicable;
- l) Not engage in a sexual or intimate relationship with an Athlete of any age in which the coach is in a position of trust or authority;
- m) Recognize the power inherent in the position of coach and respect and promote the rights of all Members in the sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of Members who are in a vulnerable or dependent position and less able to protect their own rights;
- n) Dress appropriately; and
- o) Use inoffensive language, taking into account the audience being addressed.

Athletes

16. In addition to section 10 (above), Athletes will have the responsibility to:

- a) Adhere to their Athlete Agreement (if applicable);
- b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- c) Appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations;
- d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
- e) Adhere to any rules and requirements regarding clothing and equipment; and
- f) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers.

Parents and Guardians

17. In addition to section 10 (above), parents and guardians of Members at events will:
- a) Never harass competitors, coaches, officials, parents/guardians, or other spectators.
 - b) Never ridicule a Member for making a mistake during a competition or practice;
 - c) Respect the decisions and judgments of officials, and encourage Athletes to do the same;
 - d) Not interfere with any efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm; and
 - e) Respect and show appreciation to all competitors, and to coaches, officials and other volunteers.

Policy History			
Approved:	March 31, 2025	Review Date:	2027 AGM