



SJRFC CODE OF CONDUCT (October 2023)

The San Jose Rugby Football Club, Inc. “Seahawks” (the “Club”) shall expect and require all persons associated with the Club to conduct Club business with integrity and to maintain the highest standard of personal conduct in the affairs of the Club.

1. Purpose

This policy constitutes the Code of Conduct (the “Code”) of the San Jose Rugby Football Club, Inc. “Seahawks”. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with the Club, and to ensure that all individuals who associate with the Club conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the values, spirit, and ideals of the game of Rugby.

2. Applicability of Policy

This Policy applies to all Club members, officers, committee members, players, coaches, independent contractors, and volunteers, and anyone participating in Club events and activities on behalf of the Club (collectively, “Members”). All Members should become familiar with the rules and standards of this Code. All Members will be required to acknowledge and agree to the terms of the Code as a condition of membership and participation in Club activities and events, but the Code shall apply to each Member even absent such acknowledgement and agreement.

3. Compliance

All Members must follow the Code of Conduct and abide by all applicable USA Rugby policies and procedures, and United States federal, state, and local law as applicable.

4. The Code of Conduct

All Members agree to:

- Adhere to the laws of World Rugby and the rules and policies of USA Rugby (“USAR”), the Northern California Rugby Football Union (“NCRFU”), and/or any local Union within which SJRFC participates in matches, as applicable.
- Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code and the USA Rugby athlete safety policy.
- In competition, compete to the best of their ability while being safe and sportsperson-like.

- Respect and comply with the laws of the state and/or country in which they are training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
- Be responsible for their own behavior and for reading, understanding, and abiding by all applicable policies, including those of the NCRFU and USA Rugby, as well as the competitions and events in which he or she participates.
- Respect and abide by all other rules, policies, and procedures of the Club, NCRFU, and USA Rugby, and of the facilities and accommodations in which they train or play at and/or uses.
- Never engage in discrimination, harassment, or retaliation of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other protected status. Any such discrimination, harassment, or retaliation on the basis of any protected status will be considered a violation of this Code and subject to prompt disciplinary action.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.
- Refrain from violence and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
- Respect the property of others and not vandalize, damage, or steal any such property.
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to the Club, myself, my fellow Members or competitors, the NCRFU, or USA Rugby, is a Code violation.
- Understand that any dispute or action arising from this Code of Conduct will be resolved through the Club's internal procedures and, if necessary, the NCRFU and/or USA Rugby's Grievance Procedures.

In addition, all Executive Committee members, appointed Club Officers and coaches agree to:

- Function primarily on behalf of the Club and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of NCRFU and USA Rugby governance documents, policies and procedures, as applicable to their respective position with the Club.
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
- Conduct themselves impartially, professionally and in good faith.
- Assist with the development of lesser-experienced Members of their respective position with the Club, as needed.
- Take ownership of actions and decisions made while acting on behalf of the Club.

In addition, all coaches, and those functioning as coaches, must:

- Treat all athletes, officials, and Club officers with respect at all times.
- Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.
- Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.
- Assist the athlete in forming goals and expectations that are realistic and practical with consideration of the age, resources and experience of the athlete.
- Respect the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, and volunteers.

In addition, supporters, fans, and spectators must:

- Encourage athletes to compete within the rules and to resolve conflicts positively.
- Never ridicule a participant for making a mistake during a competition, practice or training session.
- Respect the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, and volunteers.

5. Reporting of Violations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. The SJRFC Executive Committee maintains an “open door” for anyone who has questions or concerns, and will support all efforts to comply with this Code of Conduct.

In order to report a complaint or issue involving the Code, please either attempt to resolve this complaint or issue informally with the other Member(s) involved or, if the nature of the complaint or issue makes this impracticable, please attempt to resolve the matter through your respective team Captain and/or Coach, after which, if no resolution is reached, please report the issue or complaint directly and privately to any current member of the Executive Committee. If the nature of the complaint or issue involves the Club and/or necessitates immediate escalation, please report the issue or complaint directly and privately to any current member of the Executive Committee.

The Club has zero tolerance for retaliatory conduct by any Member against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

6. Investigation of Potential Violations / Disciplinary Action

The Executive Committee takes its obligation to investigate potential violations of the Code seriously. All formal complaints regarding the violation of the Code will be investigated and resolved in accordance with the SJRFC Constitution & Bylaws, this Code, and the applicable NCRFU and USA Rugby Grievance Procedures, if and as appropriate.

If appropriate given the results of such investigation and subsequent conclusions of the Executive Committee, any Member who is found to have violated the Code shall be subject to disciplinary action, including but not limited to probation, suspension, or expulsion.

In no event shall the Executive Committee deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, and the USA Rugby Grievance Procedures.