



CODE OF CONDUCT

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DEVON RUGBY FOOTBALL UNION

Code of Conduct

1. Introduction

This Code of Conduct sets the standards expected of all members, officers, volunteers, and participants involved with Devon RFU Constituent Body (CB). It reflects the values of the RFU and ensures that we uphold the integrity, inclusivity, and respect essential to our game.

2. RFU Core Values

Aligned with the RFU, we commit to promoting the following values:

- **Teamwork:** Collaboration and support for each other on and off the field.
- **Respect:** Treating everyone—players, officials, volunteers, and spectators—with dignity.
- **Enjoyment:** Encouraging fun and fulfilment through participation in rugby.
- **Discipline:** Acting responsibly and maintaining the standards of behaviour expected in rugby.
- **Sportsmanship:** Upholding fairness, humility, and respect for the spirit of the game.

3. Expected Conduct

All members and participants of the CB must:

Adhere to RFU Regulations:

- Follow all RFU rules, regulations, and policies, including those regarding safeguarding, equity, and inclusion.

Promote a Positive Environment:

- Foster an environment that is welcoming, inclusive, and supportive.
- Celebrate diversity and ensure equality of opportunity for all participants.

Maintain High Standards of Integrity:

- Avoid conflicts of interest and declare them where they arise.

- Refrain from any conduct that could bring the CB, its members, or rugby into disrepute.

Respect Others:

- Respect the rights, dignity, and worth of every individual.
- Show respect for match officials, coaches, and players, regardless of decisions or outcomes.

Promote Safeguarding:

- Ensure the safety and wellbeing of all participants, especially children and vulnerable adults.
- Report concerns about welfare or safety immediately, following RFU safeguarding procedures.

Demonstrate Accountability:

- Act responsibly with CB resources and assets.
- Be transparent in decision-making and communicate openly with members.

Champion the Spirit of Rugby:

- Embrace the ethos of teamwork and fairness.
- Avoid unsporting behaviour and challenge such conduct when observed.

4. Prohibited Behaviour

The following are strictly prohibited:

- Verbal or physical abuse.
- Discrimination, harassment, or bullying in any form.
- Breach of RFU regulations, including doping and betting rules.
- Unsporting conduct or undermining the integrity of matches and competitions.

5. Compliance and Management

Commitment to the Code:

- All CB members are expected to affirm their commitment to this Code of Conduct.

Reporting Violations:

- Concerns regarding breaches of this Code must be reported in confidence to the CB Chair or an appropriate designated officer.

Disciplinary Action:

- Violations will be addressed under the CB's disciplinary procedures and may result in sanctions, including suspension or removal from roles.

Appeals:

- Individuals subject to sanctions have the right to appeal decisions, in line with the CBs constitution and RFU guidelines.

6. Acknowledgement

Documentation Requirements

All members are required to:

- Familiarise themselves with this Code of Conduct.
- Commit to upholding its principles in their roles within the CB.

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