



A Full Member of the World Rugby, Asia Rugby,  
Philippine Sports Commission and Philippine Olympic Committee

## Philippine Rugby Football Union

### Code of Conduct: For Players, Coaches, Team Representatives

*Date implementation: January, 2021*

The PRFU Code of Conduct establishes standards by which participants are expected to conduct themselves as representatives of Philippine Rugby. Member Clubs are expected to discuss these regulations and consequences with their participants so that they are informed, expectations are understood, and appropriate decisions about their behaviour will be made.

The PRFU Code of Conduct sets a high standard because of our desire to help protect the health, safety, welfare, image of all participants, fans and community members. The PRFU Code of Conduct applies here to all players, coaches, managers, team representatives, and team officials.

The PRFU Code of Conduct applies to all behaviour that takes place **ON OR OFF** the playing grounds, and at **ANY TIME** during PRFU Rugby related sanctioned events. It's also important to note, your behaviour outside the times of the PRFU sanctioned events will and should also be reflected according to this Code of Conduct.

#### 1. Interpretation

“**PRFU**” means Philippine Rugby Football Union

“**participant**” means any player, coach, manager or other team official, plus any individual involved in the organisation or administration of a Rugby club/team, including director(s), or other officers as well as any volunteers such as a referee, touch judge or match official,

“**member**” means any club, team, school, foundation affiliated with the PRFU and any rugby competition sanctioned by PRFU.

#### 2. Code of Conduct

Generally, each participant in the game is bound:

- (a) to promote the reputation of the game and to take all reasonable steps to prevent the game from being brought into disrepute;
- (b) not to engage in any doping practice, as advised by the ‘Keep Rugby Clean’ Program by World Rugby and in relation to the World Anti-Doping Agency; and agree to abide by World Rugby Regulation 21 [here](#)
- (c) to comply with the Safety Directives for Referees, Coaches and Players;
- (d) not to repeatedly breach the Laws of the Game relating to Foul Play or Misconduct;
- (e) not to abuse, threaten or intimidate a player, referee, touch judge or other match official, or a selector, coach, manager or other team official; both on the field, or off the field and/or on Social Media.

- (f) not to show unnecessary obvious dissension, displeasure or disapproval towards a referee, touch judge or other match official, his or her decision or generally following a decision of a match official; both on the field, or off the field and/or on Social Media.
- (g) not to use crude or abusive language or gestures towards players, coaches, referees, touch judges or other match officials or spectators; both on the field, or off the field and/or on Social Media.
- (h) not to do anything which is likely to intimidate, offend, insult or humiliate another participant on the ground of the religion, sexual orientation, disability, race, colour or national or ethnic origin of the person; both on the field, or off the field and/or on Social Media.
- (i) not to bet on the outcome or any aspect of a Rugby match or competition
- (j) not to throw or fix a match, try to achieve a contrived outcome to a match or competition, or otherwise influence improperly the outcome of any other aspect of a match or competition
- (k) not to seek or accept a bribe or other benefit to do anything mentioned in paragraph ( j )
- (l) to report immediately to the PRFU any offer or bribe or other benefit to do anything mentioned in paragraph ( j ), or any attempt by any person to do anything mentioned in paragraph ( j ) or ( k ).
- (m) not to conduct themselves in any manner, or engage in any activity, whether on or off the field, that would impair public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants; and
- (n) not to do anything which will adversely affect or discredits the game, the PRFU, any Member Union of the PRFU, or any squad, team, competition, tournament, sponsor, official supplier or licensee, including, but not limited to, any illegal act or any act of dishonesty or fraud.
- (o) not to (regardless of quantity) use, possess, sell, distribute, or procure any amount of controlled substances or drug paraphernalia or be under the influence of drugs or other controlled substances at PRFU sanctioned competitions or events.

### ***Types of Violations***

- Irresponsible use of Alcohol
- Drug Use, Possession, or Distribution
- Unsportsmanlike Conduct and Other Unacceptable Behaviour
- Violation of Team Rules and Regulations
- Unlawful or Delinquent Behaviour
- Unusual or Special Circumstances which warrant investigation

### **All participants, members will show “Sportsmanship” at all times.**

Although winning is certainly an admirable goal, it is hollow if it comes at the expense of morals, ethics, and just plain common sense. The following behaviour is expected from ALL members and participants:

1. Cheer for their team rather than against their opponents.
2. Maintain self-control at all times while conducting themselves as responsible citizens.
3. Stand and remove any head gear/hats during a National Anthem.
4. Show respect for opponents in every way possible.
5. Always be positive in support of their teams.
6. Recognize and acknowledge good performances made by both teams.

7. Respect officials and accept their decisions.
8. Be humble and not boastful in victory and gracious and not bitter in defeat.

Any participant may be asked to leave competitions or may be banned from future competitions if these expectations are disregarded.

### **3. Duty to Comply**

Each Member Club, School, Foundation, Team of PRFU is obliged:

(a) to comply with, and to require all members within their organisation/team to comply with this code of conduct; and

(b) to adopt appropriate procedures for monitoring compliance with, and imposing sanctions for breaches of, this code of conduct by participants in membership with it or affiliated to it.

### **4. Procedure**

4.1 Upon becoming aware, from whatever source, that an alleged breach of this Code of Conduct has occurred, the PRFU may set up a Sub Committee consisting of PRFU Staff members and the PRFU Board of Trustees to consider the matter.

4.2. The Sub Committee shall notify the accused Participant or Member(s) of any breach of the Code of Conduct within 7 days of the incident.

4.2 The Sub Committee will proceed to review and consider the alleged breach. The Sub Committee may consider any evidence that may be available and call for representations from the Participant or Member(s) concerned as to the circumstances of the breach, and may require the Participant or Member(s) to provide relevant information.

4.3 If it considers it appropriate so to do, the Sub Committee may direct the Participant or Member(s) to make inquiry into the alleged breach and report back to the Sub Committee.

4.4 When reporting back to the Sub Committee regarding the alleged breach, the Participant or Member(s) must provide details of the investigations and enquiries made, the evidence gathered, proposed findings and proposed sanctions will be imposed.

4.5 The Sub Committee will review the report from the Participant or Member(s). If it thinks it appropriate to do, the Sub Committee may make further inquiry into the alleged breach.

4.6 The Sub Committee may (i) confirm the proposed findings and proposed sanctions, or (ii) vary the proposed findings and/or the proposed sanctions. The Participant or Member(s) will comply with and implement all such decisions of the Sub Committee.

4.7 If the Sub Committee is dissatisfied with the manner in which a Participant or Member has conducted itself in respect of the investigation of or inquiry into an alleged breach, the Sub Committee may impose such sanctions as it thinks appropriate against that Participant or Member Club.

4.8 A Participant or Member may appeal to the Board of Directors of the PRFU against any decision of the Sub Committee. The ruling of the Committee of the PRFU will be final.

### **5. Code of Conduct for Tournament/Event Organisers outside of PRFU regular competitions**

All rugby union events, tournaments, festivals and matches conducted outside regular Philippine Rugby Football Union (PRFU) competitions and/or other representative matches are required for formal sanctioning under the consideration of the PRFU. The Event Sanctioning Guidelines and Host Requirements ensure that all PRFU events, tournaments and matches played in the Philippines are conducted in a safe and professional manner. It is the Members responsibility to notify the PRFU to attain these guidelines for the competition.

In addition, it is the responsibility of any Tournament/Event Organisers when conducting Rugby competitions/festivals not directly hosted by PRFU to inform all participants, spectators, sponsors, players, coaches and managers of their expected behaviours at any PRFU sanctioned Tournament/Event.

The PRFU does not condone and will not be held liable or responsible for any of the following:

- Drugs of any form
- Alcohol abuse
- Consumption of alcohol by minors
- Personal abuse
- Public and private property damage
- Nudity or 'streaking'
- Gambling

Failure to effectively monitor, control and/or eradicate the actions above, the PRFU have the right not to sanction the event in the future.

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**Member Acknowledgement for the Code of Conduct:**

Signed: \_\_\_\_\_ Name: \_\_\_\_\_

Position (must be either Head Coach or Club President): \_\_\_\_\_

Club \_\_\_\_\_

**PRFU Office Use Only**

**PRFU Stamp:**

Acknowledge by: .....

Date: .....

