



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

Philippine Rugby Football Union Inc.

Code of Conduct: National Team Players, Coaches and Management Staff

Date implementation: January, 2021

The PRFU is committed to promoting and strengthening the positive image of Philippine Rugby through its members both in the Philippines and abroad whilst in competition. In light of this commitment, the Code of Conduct seeks to establish the standards of performance and behaviour to ensure that participants act in a professional and proper manner and to ensure that the game is played and conducted with disciplined and sporting behaviour on and off the field.

Participation for the PRFU is a privilege. With this privilege come certain responsibilities since members ultimately represent the PRFU and the Philippines, both in the community, and overseas. The Code of Conduct is in effect 24 hours a day, every day of the week, during your time period representing the Philippine National Program whilst in the Philippines, and abroad. It's also important to note, your behaviour outside the times of the national program, will and should also be reflected according to this Code of Conduct.

The Code of Conduct:

- Establishes standards by which members are expected to conduct themselves as representatives of Philippine Rugby. The coaching staff and the players involved are expected to discuss these regulations and consequences so that they are informed, expectations are understood, and appropriate decisions about their behaviour will be made.
- Seeks to deter all on-field and Rugby-related conduct that could damage the game of Rugby by impairing public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants.
- Sets a high standard because of our desire to help protect the health, safety, welfare, image of all participants, fans and community members.
- Applies to all behaviour that takes place **ON OR OFF** the playing grounds, at **ANY TIME** during Rugby related events, during the off season including, but not limited to, PRFU sponsored/sanctioned events, as well as on social media.
- Seeks to ensure that every member is liable to effective sanctions if they are found to have breached the Code of Conduct.

1. Interpretation

"PRFU" means Philippine Rugby Football Union

"member" means any player, coach, manager or other team official, plus any individual involved in the organisation including any volunteers such as a referee, touch judge or match official representing Philippine Rugby.

2. Code of Conduct

Generally, each member of our national programs is bound to, both in the Philippines and abroad;

- (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, match official or coach, manager, upon his or her decision following a decision made; 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, referees, touch judges or other match officials or spectators, coaches, managers; 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 member 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 engage in an irresponsible use of alcohol,
- (n) not to engage in drug use, possession and distribution
- (o) not to be in violation of team rules and regulations
- (p) not to express unlawful, or delinquent behaviour
- (q) not to show actions that is unusual which warrant investigation
- (r) 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 the PRFU; and

- (s) not to do anything that will adversely affect or discredits the game, the PRFU, any Members of Asia Rugby and World Rugby, or any squad, team, competition, tournament, sponsor, official supplier or licensee involved
- (t) not to leave the premises of a national team training session, camp or competition without the approval of the PRFU coaching and management team. This includes any social event or a player appearance arranged by the PRFU.

All 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

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.

Members may be asked to leave the national program or competitions, or may be banned from future programs and competitions if these expectations are disregarded.

3. Duty to Comply

Each Member of the national program is obliged:

- (a) 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.

4. Procedure

4.0. Upon becoming aware, from whatever source, that an alleged non-serious (low end) breach of this Code of Conduct has occurred by a player, the coaching staff along with PRFU CEO and the Director of Performance will evaluate the case and determine the outcome.

4.1 Upon becoming aware, from whatever source, that an alleged high level breach of this Code of Conduct has occurred by any member, the PRFU may set up a Sub Committee consisting of PRFU Senior Management and the PRFU Board of Trustees to consider the matter

4.2. The Sub Committee shall notify the accused 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 Member(s) concerned as to the circumstances of the breach, and may require the Member(s) to provide relevant information.

4.3 If it considers it appropriate so to do, the Sub Committee may direct the 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 Member(s) must provide details of the investigations and enquiries made, the evidence gathered, the proposed findings and the proposed sanctions to be imposed.

4.5 The Sub Committee will review the report from the Member(s). If it thinks it appropriate so 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 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 the Member(s) 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 Member(s).

4.8 The Member(s) 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 attending Competitions

In addition, it is expected for all national team members to be on their best behaviour at any Rugby event. The PRFU does not condone 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

National Program Member Acknowledgement:

Signed: _____ Name: _____

Date: _____

PRFU Office Use Only

PRFU Stamp:

Acknowledge by:

Date: