



PASADENA RUGBY FOOTBALL CLUB

CODE OF CONDUCT

PURPOSE

In an effort to promote a professional club culture, establish member accountability, and further the success of the Pasadena Rugby Football Club, the Board of Directors, the Council Officers and Club Members alike, hereby establish and agree to the following Code of Conduct. The intent in adopting this Code of Conduct is to prevent egregious behavior that would damage the Club and its reputation, as well as damage the sport of rugby.

AUTHORITY

The authority for enacting this Code of Conduct is derived from the inherent power of the Board of Directors and Council Officers, as well as the authority specifically enumerated in the Pasadena Rugby Football Club Inc. Bylaws.

PLAYER CODE OF CONDUCT

All individuals participating in a team sanctioned rugby match shall abide by the following code of conduct:

- Play for the enjoyment of the game.
- Play hard but fair.
- Play by the laws of the game.
- Play with maximum intensity but, never seek to injure your opponent.
- Never argue with the referee in an overbearing or embarrassing manner.
- Control your temper at all times.
- Work equally hard for yourself and your team.
- Promote positive play and behavior and do not dwell on the mistakes of your own or teammates.
- Be a good sport.
- Be appreciative and respectful toward all event spectators, volunteers, and referees.

MEMBER CODE OF CONDUCT

All members and supporters of the Pasadena Rugby Football Club shall abide by the following code of conduct:

- Promote a positive image of the club during club events and in your general daily activities.
- Never let your actions embarrass or reflect poorly on the club image or culture.
- The use and/or possession of illegal drugs at any club event is strictly prohibited.
- Do not drink alcohol in excess at any club event to an extent that your resulting behavior embarrasses yourself, the Club, its players or its members.
- Be a courteous host and/or guest at all Club functions.
- Be respectful and supportive of your fellow club members.
- Always promote the wellbeing of the club.

SPECTATOR CODE OF CONDUCT

All spectators at any Pasadena Rugby Football Club match shall abide by the following code of conduct:

- Support and promote positive play and sportsmanship.
- Never let your actions embarrass or reflect poorly on the club image or culture.
- Be respectful and courteous toward the referee, volunteers, and opponents.
- Cheer vigorously for Pasadena, but do not “heckle” or make disparaging remarks toward any opponent or referee.
- Do not use profane language toward any player, opponent, or referee.
- Comply with any Conditions of Entry to the venue, including staying out of the playing enclosure during the game, abiding by any restrictions on alcohol possession and consumption so as to not jeopardize the Club’s ability to procure playing fields, and picking up any trash for which you are responsible.
- The use and/or possession of drugs is strictly prohibited during any club event.
- Do not drink alcohol in excess at any club event to an extent that your resulting behavior embarrasses yourself, the Club, its players or its members.

ENFORCEMENT

The interpretation and enforcement of these rules will be made by a three member Disciplinary Committee, which shall be appointed by the Board of Directors (BoD). The Disciplinary Committee shall have jurisdiction to hold inquiries and impose punishment over all Club players, members, officials and supporters, irrespective of level within the Club.

- *Disciplinary Committee:* A Disciplinary Committee shall be formed as necessary to enforce and impose penalties for violation of the Code of Conduct. Penalties may include, but are not limited to, community service, fines, suspension, termination from the club, or exclusion from some or all club activities or events, as determined in the Disciplinary Committee’s discretion. The Disciplinary Committee shall be made up of the following individuals:
 - *BoD Vice President:* The BoD Vice President shall be the head of the Disciplinary Committee. He or she shall ensure that the Code of Conduct is followed and shall oversee any disciplinary hearings. Should the BoD Vice President be implicated or improperly biased regarding any topic of a disciplinary hearing, the BoD Secretary shall instead serve as the chair of the Disciplinary Committee for that particular proceeding. Should the BoD Secretary be similarly disqualified, any active member shall fill this role, as appointed by the Board of Directors. If there is a dispute as to whether or not the BoD Vice President, BoD Secretary, or other club member are disqualified, as referenced above, the BoD President shall make the final decision.
 - *Appointed Active Player:* The President of the Council of the involved party(ies) shall appoint one active player from the involved party(ies)’ Member Council to participate in

any disciplinary hearing. This player is to use his/her best judgment in interpreting the rules imposed by the Code of Conduct and imposing penalties. It is the intent of the Club that this player provides a perspective from a player's point of view, one intimately familiar with the active Club culture and team dynamics.

- *Appointed Club Member:* The Board of Directors shall appoint one Club member, not from the involved party(ies)' Council, to participate in any disciplinary hearing. This Club member is to use his/her best judgment in interpreting the rules imposed by the Code of Conduct and imposing penalties. It is the intent of the Club that this member provide a perspective from a Club member point of view, one familiar with the perceptions and appearance of the club outside that Council centered atmosphere.
- Any decision made by the Disciplinary Committee will be by majority vote.
- The interpretation of the requirements and restrictions imposed by the club Code of Conduct will be at the sole discretion of the Disciplinary Committee.
- The imposition of any penalties imposed by the Disciplinary Committee will be final and at the sole discretion of the Disciplinary Committee; provided, however, that any discipline that involves the suspension of Club membership for more than two (2) weeks or the termination of Club membership may be appealed to the BoD. Any such appeal must be made by written notice to the BoD within seven (7) days after the involved party is given notice of the subject discipline and the BoD's appeal hearing shall occur within fourteen (14) days after the date that notice of appeal is provided to the BoD.

CALLING A DISCIPLINARY HEARING

- A disciplinary hearing may be called for by: (1) majority vote of the Board of Directors; (2) the written request of any Council President; or (3) the written request of any five (5) Club members.
- The Board of Directors Vice President, as chair of the Disciplinary Committee, shall be in charge of assembling a disciplinary hearing, in accordance with the preceding section, including obtaining the necessary appointments required under the preceding section, to enforce the Code of Conduct and impose any penalties. The Disciplinary Committee for a particular proceeding shall be assembled and hearing shall be held within 14 days from the date on which the hearing is called for pursuant to the preceding paragraph.
- Any individual who is called before the Disciplinary Committee for possible discipline shall be given at least 7 days written notice of the hearing. Reasonable accommodation must be made to allow the individual the ability to attend the disciplinary hearing. Any individual called before the Disciplinary Committee must be given the opportunity to be heard at the disciplinary hearing, and that individual may bring his or her witnesses to the subject incident and may have someone speak on his or her behalf.
- At the sole discretion of the Disciplinary Committee, but subject to the preceding paragraph, other members of the Club may be allowed to attend and/or participate at the disciplinary hearing. However, these Club members will not participate in any final decision made by the Disciplinary Committee.
- "Written notice" as used in this section shall include notice by e-mail.

INTENT

It is the hope of the Club that the enforcement and imposition of penalties pursuant to this Code of Conduct will be rarely necessary. Accordingly, discretion is advised and the use of informal dispute resolution efforts is preferable. However, should a more formal mechanism of enforcement be necessary, the Board of Directors, Council Officers and Club Members should not hesitate to refer to and implement the guidelines and procedures set forth above.

ALTERATION/AMENDMENT

This Code of Conduct and rules relating to the enforcement may be adopted, altered, amended, or repealed at any Club Annual General Meeting by majority vote. However, written notice of any changes must be circulated to the club or posted in a club forum accessible to active members.