



BC RUGBY CODE OF CONDUCT

UPDATED, BOARD APPROVED: SEPTEMBER 22, 2023

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BC Rugby gratefully acknowledges that its offices reside on the traditional and unceded territory of the Coast Salish Peoples, including the territories of the x̣ṃəθkẉəỵəm (Musqueam), Skwxwú7mesh (Squamish), Stó:lo and Səlilwataʔ/Selilwitulh (Tseil-Waututh) Nations.





Land Acknowledgement

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1. Policy Objective

- 1.1. The BC Rugby Code of Conduct aims to provide a safe, fun, positive, and inclusive environment within BC Rugby and all of BC Rugby's programs, competitions, events, and activities.
- 1.2. BC Rugby supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all Individuals can safely participate in sport and are treated with respect and fairness.
- 1.3. The Code incorporates the key elements of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in place at the national level, the British Columbia Universal Code of Conduct (BCUCC) in place at the provincial level, and outlines expected and Prohibited Behaviours of conduct in sport in British Columbia.

2. Definitions

Abuse: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.

Appellant: the individual, or their representative, who is appealing a decision.

Club (Member): an organization that is a Member of BC Rugby as defined by BC Rugby Bylaws and registered with Rugby Canada.

Committee Member: an Individual appointed to a BC Rugby Board Committee, Discipline Committee or Operational Committee, as defined by the BC Rugby Bylaws.

Complainant: Any individual or Participant who lodges a formal complaint in accordance with this document.

Concussion (sport-related): as defined by the most recent [International Consensus Statement on Concussion in Sport](#), is a ~~traumatic brain injury~~ induced by biomechanical forces.

Concussion Recognition Tool: as defined by the most recent [International Consensus Statement on Concussion in Sport](#), is a method to identify concussion in children, adolescents, and adults. See: <https://coach.ca/sites/default/files/2020-01/CRT5.pdf>

Consent: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS and Canada's Criminal Code.



Director: a Director of the BC Rugby Board, as defined by BC Rugby Bylaws.

Disclosure: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Discrimination: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.

Duty to Report: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Employee: as defined by the BC Employment Standards Act.

Fit for Duty: is defined as a physical, mental, and emotional state which enables Workers to perform their job tasks competently and continuously in a manner which does not compromise the integrity of the organization for which they work or create a safety hazard to themselves or others.

Graduated Return to Sport Strategy Guidelines: as defined by the most recent [International Consensus Statement on Concussion in Sport](#).

Grooming: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Harassment: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.

Individual Member: as defined by BC Rugby Bylaws.

Maltreatment: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time, includes Maltreatment related to Psychological Maltreatment, Physical Maltreatment, Sexual Maltreatment, Neglect, Grooming, interference with or manipulation of process, Retaliation, Aiding and Abetting.

Minor: any Individual under the age of majority as determined by the Government of British Columbia.

Misconduct: shall mean any conduct, behaviour, or practices on or off the playing enclosure in connection with a match or tournament (excluding foul play during a match) that is unsporting or unruly or ill-disciplined or that brings or has the potential to bring the game, or BC Rugby into disrepute.



Neglect: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Officer: as defined by BC Rugby Bylaws.

Participant: any Individual Member, Director, Committee Member, Employee or Worker of BC Rugby, as well as any individual engaged in activities with or sanctioned by BC Rugby including, but not limited to, Players, temporary Players, visiting Players, coaches, trainers, managers, officials, therapists, medical staff or support personnel, volunteers, parents, guardians, spectators, supporters, and fans.

Person in Authority: any Participant who holds a position of authority within BC Rugby or a Member Club, but not limited to coaches, officials, managers, therapist, medical staff or support personnel, Committee members, Directors, and Officers.

Player: as defined by the Laws of the Game and includes any Participant subject to the UCCMS and the policies of Rugby Canada and BC Rugby. For clarity, Player is synonymous with Athlete, as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS.

Power Imbalance: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Psychological Maltreatment: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Recognize and Remove: as defined by most recent International Consensus Statement on Concussion in Sport.

Reporting (or Report): as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Respondent: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Sexual Harassment: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), as adapted from the UCCMS, and as modified from time to time.

Vulnerable Participants: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.



Worker: any individual who performs work or fulfils responsibilities for BC Rugby or Member Club which includes any Employee, temporary workers, volunteers, Committee Members, Directors, and independent contractors.

Workplace: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.

Workplace Harassment: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.

Workplace Violence: as defined by [Rugby Canada's Safe Sport Policy Definitions](#), and as modified from time to time.

3. Application and Authority

- 3.1 In accordance with Section 2.3 (a) of BC Rugby's Bylaws, the BC Rugby Code of Conduct applies to any Individual Member of BC Rugby and any Director, Officer, or Committee Member of BC Rugby. Additionally, this Code of Conduct applies to all Workers of BC Rugby.
- 3.2 This Code applies to all Participants' conduct during any involvement with BC Rugby business, teams, programs, competitions, events, and activities including, but not limited to, matches, practices, training camps, workshops, conferences, any travel associated with BC Rugby activities, teams and competitions, the BC Rugby office or virtual environment and any meetings concerning BC Rugby business.
- 3.3 The BC Rugby Code of Conduct applies to all Participants' during any involvement with BC Rugby Member Club business, teams, programs, competitions, events, and activities, but not limited to, matches, practices, training camps, workshops, any travel associated with BC Rugby Member Club activities, teams and competitions, the BC Rugby Member Club's office or virtual environment and any meetings concerning BC Rugby Member Club's business.
- 3.4 This Code will also apply outside of BC Rugby's sanctioned activities or environment when the individual's conduct has a serious and detrimental impact on another individual or could undermine the integrity of Rugby or bring BC Rugby into disrepute.



- 3.5 Any individual who violates this Code may be subject to discipline in accordance with BC Rugby's Bylaws, Section 12.
- 3.6 Any Employee or Worker of BC Rugby found to have violated this Code will be subject to appropriate disciplinary action in accordance with the Employee's employment agreement.

4. Policy Statement

- 4.1 BC Rugby is committed to creating a fun, positive sport environment that is accessible, inclusive, respectful of all Participants, and is free from all forms of Maltreatment.
- 4.2 Maltreatment is unacceptable and fundamentally incompatible with the core values that lie at the heart of Canadian sport and Rugby. The commitments expressed below reflect this common understanding amongst Canadian and Rugby stakeholders.
 - (a) All Individuals in sport can expect to play, practice, compete, work, and interact in an environment free from Maltreatment.
 - (b) All Individuals recognise that Maltreatment can occur regardless of race, sex, gender identity, gender expression, sexual orientation, age, class background, ability, and religion. Moreover, it is recognised that those from marginalised groups have increased vulnerability to experiences of Maltreatment.
 - (c) All Individuals recognise that persons who have experienced Maltreatment may experience a range of effects that may emerge at different times and that can profoundly affect their lives.
 - (d) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Individuals, sport stakeholders, administrators, and leaders.
- 4.3 Misconduct is unacceptable and has the potential to greatly detrimental to the sport of Rugby. BC Rugby is committed to the elimination of misconduct by all members and participants in BC Rugby.
 - (a) If the alleged misconduct is a breach of the Laws of the Game, it will be administered pursuant to the BC Rugby Discipline Policy.



- (b) If the alleged misconduct is a breach of the BCRU Code of Conduct, it will be administered pursuant to the BC Rugby Code of Conduct.

5. Core Values

5.1 Safety

Safety is the top priority at all times. All adult Participants have a legal duty of care and will take the following actions:

- (a) If you suspect any form of Maltreatment of a Minor, including, but not limited to, Abuse, Neglect and Grooming, report the concern to a child welfare officer by phoning 1-800-663-9122 and then report it to BC Rugby.
- (b) If you suspect an injury might be serious, including but not limited to, psychological distress, immediately seek medical assistance. If medical assistance is not on-site, call 9-1-1.
- (c) If you suspect a Player is showing signs or symptoms of Concussion, immediately remove the Player from physical activity and direct them to seek medical assistance. That individual is not permitted to partake further in any physical activity in that same day.

Furthermore, all Participants are encouraged to:

- (d) Understand, identify, and report Maltreatment or signs of Maltreatment in any form by contacting the local police non-emergency line in BC at 604-717-3321 and then report it to BC Rugby.
- (e) Enhance the safe play of Rugby by instilling and upholding a culture of safety, injury prevention and fair play.
- (f) Understand the symptoms of concussion and support the disclosure of those symptoms.
- (g) If you suspect a Participant is physically unwell or needing mental health support, recommend that they speak with their family doctor, or a registered nurse by phoning 8-1-1 or seek one of the many free services available in British Columbia, including Kids Helpline on 1-800-668-6868. If the Participant is a



minor, make this recommendation to both the Player and their parent or legal guardian.

- (h) In the case of individual adults who meet the legal drinking age, take reasonable steps to manage the responsible and safe consumption of alcohol at events associated with BC Rugby.

5.2 Integrity

Integrity is a core value of Rugby and is upheld through honesty, diligence, and fair play. All Participants will:

- (a) consistently demonstrate the spirit of sportsmanship, sport leadership and ethical behaviour.
- (b) ensure adherence to the Laws of the Game and the spirit of those laws.
- (c) promote and uphold Rugby as a Clean Sport by abstaining from the promotion, endorsement, supply or use of non-medical drugs or the use of performance-enhancing drugs. More specifically, BC Rugby adopts and adheres to the [Canadian Policy Against Doping \(CAPD\) in Sport](#). Any infraction under the CAPD shall be considered an infraction of this Code and may be subject to further disciplinary action from BC Rugby. BC Rugby will enforce any penalty enacted pursuant to a breach of the CAPD.
- (d) adhere to all federal, provincial, municipal and host country laws; and
- (e) comply, at all times, with BC Rugby's Bylaws, policies, procedures, rules and regulations, as adopted and amended from time to time.

5.3 Respect

Respect is at the heart of our sport and the Rugby community should have a sense of pride for upholding this core value. All Participants have a responsibility to:

- (a) treat others with respect and dignity.
- (b) demonstrate the spirit of sportsmanship, leadership, and ethical behaviour.
- (c) maintain and enhance the dignity and self-esteem of individuals by:
 - i. treating all individuals fairly and respectfully regardless of, including but not limited to, body type, physical characteristics, athletic ability, sex, gender identity, gender expression, ancestry, ethnic or racial origin, nationality,



- national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, background, or economic status; and
 - ii. providing comments or feedback that is appropriate and constructive, and refraining from criticism of Players, coaches, officials, organisers, volunteers, Workers, therapists, medical staff and support personnel, or any other Individual Members.
- (d) refrain from any behaviour that constitutes Maltreatment in any form, including online.
 - (e) refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities; and
 - (f) respect the property of others and not willfully cause damage.

5.4 Inclusion for All

Rugby has the power to build communities through teamwork, camaraderie, fostering mutual respect and a sense of belonging which embraces and celebrates individual differences. All Participants have a responsibility to:

- (a) promote the sport of Rugby.
- (b) proactively invite and include all people, regardless, including but not limited to, of body type, physical characteristics, athletic ability, sex, gender identity, gender expression, ancestry, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, background, or economic status.
- (c) demonstrate respect for the diversity of Participants, and act to correct or prevent practices that are unjustly discriminatory.
- (d) uphold safety for all as the top priority, make or provide modifications to make BC Rugby competitions, programs, and events accessible Players and Participants of all abilities.
- (e) uphold safety for all as the top priority, make or provide modifications or exemptions to facilitate mixed-gender play; and
- (f) uphold integrity as a priority, make or provide modifications or exemptions to facilitate the inclusion of Players from lower socio-economic households.



6. Accountability

6.1 Directors, Committee Members and Workers

In addition to Section 5 of this Policy, Directors, Committee Members and Workers are the privileged keepers of this great sport and must uphold the highest standards of ethical behaviour. Therefore, BC Rugby's Board of Directors, Committee Members and Workers shall:

- (a) provide leadership by demonstrating and promoting the values of Rugby and the key principles of the Code of Conduct through their decisions, actions, and behaviour. Their behaviour must build and inspire the community's trust and confidence in BC Rugby.
- (b) function primarily as a Director, Member of a Committee or Worker of BC Rugby, and not act with self-interest or as a representative of any other organisation.
- (c) act with honesty and integrity and conduct themselves in a manner consistent with the Values of Rugby and the responsibilities of BC Rugby business, including being Fit of Duty when undertaking their responsibilities.
- (d) conduct themselves openly, professionally, responsibly, lawfully and in good faith in service of BC Rugby's Constitutional Purpose.
- (e) behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others.
- (f) exercise the degree of care, diligence, thoughtfulness, skill, and time commitment required in the performance of their duties pursuant to the laws under which BC Rugby is incorporated.
- (g) conform to and uphold the Bylaws and Policies approved by BC Rugby, in particular this Code of Conduct, Conflict of Interest Policy, and Privacy Policy.
- (h) refrain from any behaviour that constitutes Workplace Harassment; and
- (i) refrain from any behaviour that constitutes Workplace Violence.

6.2 Directors and Officers of Clubs

In addition to Section 5 of this Policy, Directors & Officers are the privileged keepers of our great sport and must uphold the highest standards of ethical behaviour. Therefore, Directors & Officers of BC Rugby Member Organisations shall:



- (a) provide leadership by demonstrating and promoting the values of Rugby and the key principles of the Code of Conduct through their decisions, actions, and behaviour. Their behaviour must build and inspire the community's trust and confidence in Rugby in BC.
- (b) behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others.
- (c) conform to and uphold the Bylaws and Policies approved by BC Rugby, in particular this Code of Conduct.
- (d) refrain from any behaviour that constitutes Workplace Harassment; and
- (e) Refrain from any behaviour that constitutes Workplace Violence.

6.3 Coaches

In addition to Section 5 of this Policy, coaches have many responsibilities. The Coach-Player relationship is a privileged one and plays a critical role in the personal, mental, and athletic development of the Player. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must not abuse the inherent power imbalance, consciously or unconsciously. Coaches will:

- (a) understand, recognize, and respect the inherent Power Imbalance of the coach-Player relationship, respect the rights of all Participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation and fair and reasonable treatment.
- (b) be Fit for Duty when undertaking their responsibilities.
- (c) act in the best interest of the Player's physical, mental, and emotional well-being.
- (d) ensure the safety of training equipment and the playing environment, select appropriate training activities, provide a Player appropriate recovery time and treatment for injury, and establishing controls that are suitable for the age, gender, body type, experience, ability, and fitness level of the involved Players.
- (e) maintain World Rugby's [Concussion Management for the General Public](#) certification every two years, educate Players, and their parents/guardians, on the symptoms of concussion as per Concussion Recognition Tool,



- (f) create a culture of safety by encouraging, prioritizing, and facilitating the disclosure of concussion symptoms to ensure appropriate care is provided to the Player.
- (g) adhere to the Recognize and Remove process, at all training sessions, training camps and matches. If in doubt, sit them out.
- (h) only permit a Player to return to rugby after a suspected or diagnosed concussion, who has followed a Graduated Return to Sport protocol and obtained written medical clearance from a Physician, prior to return to contact (Step 5) as per the Graduated Return to Sport Strategy Guidelines.
- (i) act in the best interest of the Player's development as a whole person, particularly their formal schooling education.
- (j) Support and advocate for the present and future health of Players by communicating and cooperating with health care professionals in the diagnosis, treatment, and management of Players' medical and psychological needs.
- (k) Support Players' personal goals, including but not limited to sporting and academic goals, and refer Players to other coaches and sport specialists as appropriate.
- (l) Provide Players (and parent/guardians of Minors) with information necessary to be involved in the decisions that impacts the Player.
- (m) adhere to the policies and procedures of Coaching Association of Canada, as applicable.
- (n) at all times display respect towards therapists or medical staff, acting upon their instructions or recommendations that prioritize the short- or long-term wellbeing of the Player.
- (o) at all times display respect towards opponents and officials, both in victory and defeat, setting an example and educating Players on the values of Rugby; and
- (p) not engage in an intimate or sexual relationship with a Player under 18 years old, or an intimate or sexual relationship with a Player over the age of 18 if the coach is in a position of power, trust, or authority over that Player.

6.4 Team Managers, Therapists, Medical Staff or Support Personnel

In addition to Section 5 of this Policy, team managers, therapists, medical staff, or support personnel have responsibilities to ensure the health, safety, and well-being of Players. Team managers, therapists, medical staff, and medical support personnel will:



- (a) act in the best interest of the Player's physical, mental, and emotional well-being.
- (b) be Fit for Duty when undertaking their responsibilities.
- (c) understand and respect the inherent power imbalance Player and protect the Player's privacy, as appropriate.
- (d) adhere to the Recognize and Remove process as defined by most recent [International Consensus Statement on Concussion in Sport](#), at all training sessions, training camps and matches. Only permit a Player to return to rugby after a suspected or diagnosed concussion, who has followed a Graduated Return to Sport protocol and obtained written medical clearance from a Physician, prior to return to contact (Step 5) as per the Graduated Return to Sport Strategy Guidelines.
- (e) maintain World Rugby's [Concussion Management for Doctors and Health Care Professionals](#) certification every two years, if engaged as a therapist or medical staff.
- (f) maintain World Rugby's [Concussion Management for the General Public](#) certification if engaged as a team manager or support personnel;
- (g) provide Players (and parent/guardians of Minors) with information necessary to be involved in the decisions that impacts the Player.
- (h) document all major injuries on the Rugby Canada Incident Report Form in a detailed, accurate and timely manner; and
- (i) not engage in an intimate or sexual relationship with a Player under 18 years old, or an intimate or sexual relationship with a Player over the age of 18 if the team manager, therapist, medical staff, or medical support personnel is in a position of power, trust, or authority over that Player.

6.5 Officials

In addition to Section 5 of this Policy, Officials have a significant role in the prevention and management of injuries and concussion. Officials will:

- (a) ensure a safe playing environment by enforcing and communicating the enforcement of the Laws of the Game appropriate to the age, gender, body type, experience, ability, and fitness level of the involved Players.
- (b) be Fit for Duty when undertaking their responsibilities.
- (c) provide accurate accounts of the facts when completing match reports; and



- (d) maintain World Rugby's [Concussion Management for the General Public](#) certification and enforce the 'Recognize and Remove, if in doubt, sit them out' protocol at all BC Rugby competitions, tournaments, and events.

6.6 Players

In addition to Section 5 of this Policy, Players have responsibilities on and off the pitch. Players will:

- (a) compete and participate in a spirit of fair play, honesty and respect for the opponent, the officials, and the supporters.
- (b) compete and participate within the Laws of the Game and any rules of competitions or tournament rules.
- (c) report any current or past health or medical issues that may risk their physical or mental well-being when participating in athletic activities, including any signs or symptoms of concussion.
- (d) at all times show and uphold respect for coaches, team managers, therapists, medical staff, and support personnel, and show appreciation for their contribution to the sport of Rugby; and
- (e) at all times show and uphold respect for officials and show appreciation for their contribution to the sport of Rugby.

6.7 Parents and Guardians

In addition to Section 5 of this Policy, Parents and guardians have additional responsibilities, particularly as it relates to ensuring the safe and fair play of Rugby. Parents and guardians of Players will:

- (a) Encourage Players to compete within the Laws of the Game and to resolve conflicts without hostility or violence.
- (b) Instill and model a spirit of fair, positive play, and sportsmanship.
- (c) at all times show and uphold respect for the Player's coach and team manager, therapist, the opponents, the officials, and other supporters.
- (d) continually inform the relevant therapist, medical staff, coach, team manager, and/or club official if your child has been injured, is ill, concussed, or shows any symptoms of concussion; and



- (e) inform the relevant therapist, coach, team manager, and/or club official if your child has any medical or health condition, as well as any sensory, intellectual, psychological, or physical condition that may impact their health, ability or enjoyment while participating in Rugby.

7. Breaches and Complaints

- 7.1 All Individuals shall abide by the requirements of BC Rugby's Bylaws and this Code of Conduct and shall endeavour to resolve disputes in good faith.
- 7.2 If the complaint in any way refers to the possible abuse or neglect of a child or youth under 19 years of age, you have the legal duty to report the concern to a child welfare worker by phoning 1-800-663-9122. If you believe any person or child is in imminent danger, call 9-1-1.
- 7.3 Any concerns regarding possible Maltreatment should be directed to the Canadian Sport Helpline, by phoning 1-888-837-7678 or emailing info@abuse-free-sport.ca.
- 7.4 Any complaints concerning a violation or breach of this Code of Conduct must be submitted in writing. Written complaints submitted should contain full and exact details of the incident(s), including date, time and/or duration, location, full names of the persons involved, names of any witnesses, and other pertinent details of the alleged breach of this Code of Conduct. The complainant has the following avenues to report their complaint:
 - (a) Report to BC Rugby: email SafeSport@bcrugby.com or contact any member of BC Rugby Staff or a Director of BC Rugby.
 - (b) Report to Rugby Canada: email safesport_wwdrs@primus.ca
 - (c) Report via the Canadian Sport Helpline: email info@abuse-free-sport.ca
- 7.5 If reported to Rugby Canada or via the Canadian Sport Helpline, the complaint may be referred back to BC Rugby to be dealt under this Code of Conduct.



- 7.6** Any complaints concerning a violation or breach of this Code of Conduct, under Section 7.4, must be submitted in writing to the Chair of the Discipline Committee within three (3) months of the alleged breach or last alleged breach where there are continuing breaches.
- (a) If the Chair of the Discipline Committee is the subject of, or is implicated in a complaint, then the complaint shall be addressed to the CEO or the President of BC Rugby.
 - (b) If at any time, it becomes apparent that the complaint directly or indirectly refers to criminal behaviour, the Chair of the Discipline Committee shall refer the matter to the local police.
- 7.7** Upon receipt of the complaint under Section 7.4, the Chair of the Discipline Committee [or the CEO or President of BC Rugby under 7.2 (b)] shall notify the CEO of BC Rugby and conduct a preliminary assessment of the complaint.
- (a) At the conclusion of the preliminary assessment in 7.7 (a), the Chair of the Discipline Committee shall find that either:
 - (i) the complaint may be founded and is within the jurisdiction of this Code of Conduct, and shall assemble an independent and impartial Investigative Panel comprised of one or more persons to investigate the complaint, or
 - (ii) the complaint may be unfounded or beyond the jurisdiction of this Code of Conduct, and shall notify the CEO of BC Rugby and the complainants that the DC will take no further action.
 - (b) The respondent to an alleged breach or breaches of the Code shall not be suspended from Rugby activities during the investigation of the alleged breach or breaches unless, the Chair of the Discipline may determine that a particular alleged breach or breaches of this Code are of such seriousness to warrant their suspension pending a hearing and a decision of the Discipline Committee.
- 7.8** At any stage of its investigation, the Investigative Panel may determine to either:
- (i) continue the investigation or
 - (ii) make a written recommendation to the Chair of the Discipline Committee that the complaint be dismissed as unfounded, beyond the jurisdiction of this Code of Conduct or unlikely to succeed.



- (a) If the Investigative Panel continues with their investigation, they will determine if or when to notify the Respondent of the complaint and the investigation. Any notification to the Respondent shall comply with article 7.13 (b) of this policy.

7.9 The investigative panel's investigation shall:

- (a) be conducted in a manner that accords with the principles of due process and natural justice,
- (b) provide an investigation update to the Chair of the Discipline Committee within thirty (30) days of receipt of the complaint,
- (c) provide a written, confidential report to the Discipline Committee of the findings of its investigation, including findings as to whether there has been, on a balance of probabilities a breach of this Code of Conduct.
- (d) as part of the confidential report, provide recommendations as to the appropriate resolution of the complaint. Such recommendations may include:
 - (i) dismissal of the complaint, or
 - (ii) sanction of the Respondent for misbehaviour or a breach of this Code of Conduct, including but not limited to suspension from play or probation, or
 - (iii) public censure of the Respondent for misbehaviour or a breach of this Code of Conduct, or
 - (iv) a requirement that an individual apologize to any person adversely affected by a breach of this Code of Conduct, or
 - (v) counselling of an Individual, or
 - (vi) such other measures as are deemed appropriate in the discretion of the investigative panel.
- (e) where the investigative panel finds that a Director, Committee Member or Employee has breached this Code of Conduct, the Panel may additionally recommend to:
 - (i) counsel the Director, Committee Member or Employer, or
 - (ii) terminate the Director's or Committee Member's appointment, or
 - (iii) terminate the Employee's employment, or
 - (iv) implement such other measures as deemed appropriate in the discretion of the investigative panel.

7.10 Upon receiving the Investigative Panel's report, the DC will hold a hearing to rule on the complaint.



- (a) At the discretion of the DC, the complainant and/or the respondent may be called to appear at the hearing. (Note section 9.13 (b) applies)
- (b) The Discipline Committee will not be bound to accept all or any of the recommendations of the report prepared by the investigative Panel. The Discipline Committee may, at its discretion, make such decisions as it deems appropriate.

7.11 All complaints shall be dealt with by the Discipline Committee, but nothing herein stops a Voting Member or Associate Member of BC Rugby from undertaking its own investigation of alleged misconduct, and from imposing its own sanctions where appropriate on its own Individual Members.

7.12 Following any hearing or ruling, the Discipline Committee shall produce a Summary Report which states: the complaint(s), the findings of fact and the ruling(s) of by the Discipline Committee.

- (a) The summary report prepared in 7.12 (a) shall comply with the provisions of 7.13.
- (b) The Summary Report shall be provided to the CEO of BC Rugby, the complaints, the respondent and published on the BC Rugby website.

7.13 BC Rugby will retain all reports prepared under Section 7.9 and 7.12.

- (a) The Investigative Panel, the Discipline Committee and BC Rugby shall take all appropriate steps to maintain the privacy of the complainants and respondent if the material in the reports of these groups may cause unnecessary distress, embarrassment, or hardship to the individuals.

8. Disciplinary Action

8.1 If any individual is found by the BCRU Discipline Committee, to have breached this Code of Conduct. they may be subject to disciplinary action. The DC may impose sanctions as laid out in section 7.10 c). These sanctions may include (but not limited to): written apologies, training courses, restorative justice, reprimand, suspension, or expulsion from



BC Rugby and/or BC Rugby's Board, Committees, membership, competitions, events, programs, squads or teams.

- 8.2** At the sole discretion of the BC Rugby Board of Directors, a conviction for a Criminal Code offense may result in expulsion from BC Rugby and/or removal from BC Rugby teams, competitions, programs, activities, and events as well as banning from any future membership or involvement with BC Rugby.

9. Appeals

- 9.1** Any Complainant or Respondent who wishes to appeal a decision made under this Code of Conduct may do so in line with BC Rugby's Appeals Policy.

10. Supporting Policies

Internal

- BC Rugby Bylaws
- BC Rugby Appeals Policy
- BC Rugby Discipline Policy
- BC Rugby Gender Equity, Diversity & Inclusion Policy
- BC Rugby Reciprocity Policy

External

- Rugby Canada Safe Sport Suite
- Universal Code of Conduct to Prevent and Address Maltreatment in Sport
- British Columbia Universal Code of Conduct
- The Criminal Code of Canada (Criminal Code, R.S.C. 1985, c.C-46, as amended)
- International Consensus Statement on Concussion in Sport
- Coaches Association of Canada Policy



11. Revision and Approval

This Code of Conduct shall be reviewed by the Safe Sport Committee and the Chief Executive Officer on a regular basis, who may each recommend revisions to the BC Rugby Board of Directors for their approval.

12. Contact Us

All feedback, comments, requests for support and other communications relating to this Code of Conduct should be directed to: info@bcrugby.com.