

## COACHES CODE OF CONDUCT

The Coaches Code of Conduct must be completed by all Rugby Idaho coaches. All RUGBY IDAHO clubs and their affiliated Coaches confirm that the principles of sportsmanship, fair play, skill development, and mutual respect among players, coaches, officials, and spectators are the primary considerations governing competition in all Rugby Idaho programs, the following Code of Conduct has been established.

Coaches acknowledge that their primary responsibility is to promote a healthy, pleasant and safe environment for youth to participate in Rugby. The code establishes a contract for coaches on a team.

A coach in good standing pledges:

1. To fully abide by the policies, rules and guidelines set forth by Rugby Idaho, the Code of Conduct and Overview.
2. Coaches will not practice with their team nor be present on the team sidelines during a game without the proper credentials for themselves and their players.
  - a. Renewed their USAR membership and CIPP.
    - i. Registered under your Rugby Idaho Club/Team
    - ii. Head Coach current L1 (formerly known as Level 200) certification.
    - iii. Assistant Coach current Level 100 certification.
  - b. Completed Ethics Training through Center of SafeSport every other year and agreed to Rugby Idaho updates annually.
  - c. Completed Annual Concussion Training
  - d. Attend the annual coaches meeting or take the coaches meeting test after watching recorded videos of the meeting.
  - e. Coaches will not allow any unregistered or ineligible player to participate in practice or to play at games at any time.
  - f. Coaches will not practice any unregistered players for contact or for touch rugby. (Players can do a CIPP only registration prior to deadline for full registration dues to allow for practice) Players must be fully registered to play any season games.
  - g. Coaches will have their binders updated each week and ready for the referee or USA rugby auditor in case it's needed. Binder should have a Roster of players. Copy of Players photo ID's and Medical release forms. Blank injury reports and return to play forms should be available at all times including practices.
  - h. If a coach is working for any school district in the State of Idaho, the coach additionally agrees to follow all district policies and procedures.
    - i. Violation of this policy can result in suspension and game forfeiture(s) .
3. To be a positive role model for rugby, its players, parents and spectators.
  - a. Coaches encourage their players to also be positive role models for rugby and other players.
  - b. Coaches encourage fans and spectators to conduct themselves with sportsmanship and maturity at all times while in attendance of any Rugby Idaho functions, i.e. games, practices, etc.
4. To assist the game officials in maintaining control of spectators during games and have respect for the Referee.

5. To respect the rights, dignity and worth of every player within the context of their involvement in rugby.
  - a. Coaches focus on their player's improvement as well as on results. They develop and maximize each player's physical, mental and emotional potential.
  - b. Coaches place the welfare and safety of each player above all other considerations, including match results.
  - c. Coaches believe all players are deserving of equal attention and opportunities.
  - d. Coaches refrain from any discriminatory practices on the basis of gender, race, religion, sexual orientation, ethnic background, or special ability/disability.
6. To represent self and specialized standing in an honest manner enhancing the reputation of the rugby coaching community.
  - a. Coaches are responsible for their actions.
  - b. Coaches display high standards through language, manner, punctuality and presentation.
  - c. Coaches display control, dignity and respect for all involved with rugby – including players, opponents, coaches, officials, administrators, the media, parents and spectators.
  - d. Coaches comply with USA Rugby membership requirements for themselves as well as their players.
  - e. Coaches seek continual improvement through performance appraisal, coach education and maintaining current USA Rugby certification and other relevant qualifications.
  - f. Coaches maintain appropriate records.
7. To refrain from ANY form of harassment of players, coaches, parents, officials and spectators.
  - a. Coaches refrain from any form of personal, verbal, physical or emotional abuse of players, coaches, parents, officials and spectators.
  - b. Coaches refrain from, and prevent, any form of sexual harassment towards players, coaches, parents, officials and spectators.
  - c. Coaches ensure that any physical contact with players is appropriate to the situation and necessary for the player's skill development.
  - d. Coaches do not engage in sexual/romantic relationships with players or other participants over whom the coach has evaluative, direct, or indirect authority because such relationships are likely to impair judgment or be exploitive.
8. Coaches agree to not abuse Rugby Idaho Staff or Volunteers
  - a. Coaches agree to help Rugby Idaho uphold all labor laws by not abusing Rugby Idaho Staff
  - b. Coaches will not disparage Rugby Idaho staff by:
    - i. Use verbally abusive language toward staff members
    - ii. sending abusive emails, text or phone calls to staff member(s) or other coaches, admin, or volunteers about staff members.
    - iii. harassing or threatening staff members.
    - iv. violate due diligence or mandatory reporting by circumventing a corrective action item through another coach or staff members.
  - c. Coaches additionally will not abuse Rugby Idaho Board members, committee members or commissioners.
  - d. Coaches will not abuse volunteers of:
    - i. Rugby Idaho including other coaches or:
    - ii. volunteers of their own team or:
    - iii other teams in or out of our league.
  - e. Coaches agree to use a conflict resolution platform for CAR complaints and will work with the governing body or committee for the complaints.
  - f. Coaches will fully cooperate with USA Rugby, Rugby Idaho Board and SafeSport investigators during a SafeSport investigation.

9. Coaches agree to not circumvent reporting of Corrective Action or SafeSport reporting.
  - a. Coaches understand that according to the SafeSport Act of 2017 a "Covered Person" is themselves and that they are mandatory reporters.
  - b. Coaches agree to never circumvent a corrective action report through another coach because doing such violates:
    - i. due diligence in reporting
    - ii. degrades vital information
    - iii. delays critical timelines for reporting
  - c. Coaches who need to file a Safesport Report will do so immediately by visiting [www.rugbyidaho.com](http://www.rugbyidaho.com). On the front page they will use the USA Rugby Safesport button to access the report. The SafeSport manual is under the policy and procedures tab along with a second link that also accesses SafeSport reporting.
10. To make decisions based on the best interests of a player's sporting, education and vocational careers.
  - a. Coaches acknowledge the individual talents and potential of players.
  - b. Coaches set the appropriate training programs based upon the developmental level of the player.
  - c. Coaches maintain a balanced emphasis on sporting involvement within life objectives.
  - d. Coaches provide planned, sequential training programs.
11. To operate within the spirit of the game, the laws of rugby and the policies of its governing bodies.
  - a. Coaches embrace and enforce the laws, guidelines, regulations and policies of the International Rugby Board, Rugby Idaho, USA Rugby and its constituent bodies.
  - b. Coaches understand that USA Rugby staff or officials are allowed at any Rugby Idaho practice or game fields at any time for training, education, compliance checks, or recruiting.
12. To reject the use of performance enhancing drugs in sport and abide by guidelines set forth by National and International regulatory bodies including the World Anti-Doping Agency (WADA) and the United States Anti-Doping Agency (USADA).
  - a. Coaches do not tolerate the use of performance-enhancing drugs and support players' efforts to be drug-free.
  - b. Coaches abide by the rules and regulations of the USADA and WADA.
  - c. Coaches respect the health and dignity of players to compete on the basis of their abilities, within the laws of the game.
  - d. Coaches educate their players on drugs in sport issues.
13. To exercise a standard of care consistent with the coach's qualifications as a rugby coach.
  - a. Coaches act out of concern for the health, safety, and welfare of players and colleagues.
  - b. Coaches refrain from providing services or advice that is outside the scope of their competency.
  - c. Coaches ensure medical care is available to players.
14. To provide a safe environment for training and competition.
  - a. Coaches ensure equipment & facilities meet safety standards.
  - b. Coaches ensure equipment, rules, training, and environment is appropriate for the age and ability of the player.
  - c. Coaches ensure an emergency response plan is in place at all training and competitions.
15. To act out of concern and caution towards sick and injured players.
  - a. Coaches encourage players to seek appropriate medical advice.
  - b. Coaches allow further participation in training and competition only when appropriate.
  - c. Coaches modify training programs when appropriate.
  - d. Coaches maintain the same interest and support towards sick and injured players.
  - e. Coaches do not place players in competitive or training situations until they are sufficiently prepared or sufficiently recovered from injury.
  - f. Coaches agree to not return an injured player before their medical release is sent to [executivedirector@rugbyidaho.com](mailto:executivedirector@rugbyidaho.com)

g. Coaches agree to follow proper Return to Play protocol in regards to concussions. This includes having a player's medical release even if they are not returning.

h. Coaches are responsible for reporting any injuries occurring at a practice. Player safety is a liability to everyone in the organization and must be treated in a reasonably prudent manner. Injury protocol is located in the policy and procedure section at [www.rugbyidaho.com](http://www.rugbyidaho.com).

16. I will read, understand, and follow the procedures and policies within the Rugby Idaho Manual to the best of my abilities.

17. I will follow all the USA Rugby Technical Zone rules and inform my players and parents of the Technical Zone directives.

The undersigned understands that this form is being signed by a current coach of the club listed. By signing this Code of Conduct, the coach agrees to abide by the requirements of this document and understands the potential implications of violating any of the requirements.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_