



Code of Conduct Policy

For Players, Coaches, Referees, Administrators and Clubs in affiliation to the UAERF

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1. Code of Conduct

All participants in the Game are bound:

- (a) Not to bet on the outcome or any aspect of a Rugby Football match or competition;
- (b) Not to throw or fix a match, try to achieve a contrived outcome to a match or a competition, or otherwise influence improperly the outcome or any other aspect of a match or competition;
- (c) Not to seek or accept a bribe or other benefit to do anything mentioned in paragraph (b);
- (d) To report immediately to the UAERF any offer of a bribe or other benefit to do anything mentioned in paragraph (b), or any attempt by any person to do anything mentioned in paragraph (a) or (b);
- (e) Not to engage in any doping practices;
- (f) To comply with the UAERF's Safety Directives for Referees, Coaches and Players;
- (g) Not to repeatedly breach the Laws of the Game relating to Misconduct;
- (h) Not to abuse, threaten or intimidate, either physically or verbally, a referee, touch judge or other match official, whether on or off the field, or a selector, coach, manager or other team official;



- (i) 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;
- (j) Not to use crude or abusive language or gestures towards referees, touch judges or other match officials or spectators;
- (k) Not to do anything which is likely to intimidate, offend, insult or humiliate another participant on the ground of race, colour or national or ethnic origin of the person;
- (l) 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
- (m) Not to do anything which adversely affects or reflects on or discredits the Game of Rugby Football, the UAERF, any Affiliated Member or Associate Affiliated Member of the UAERF, 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.

2. Interpretation

"UAERF" means the United Arab Emirates Rugby Federation;

"Participant" means any player, referee, touch judge or other match official, selector, coach, trainer, manager or other team official, or any individual involved in the organization, administration or promotion of Rugby Union including a director, other officer or employee of the UAERF, of any AFFILIATED MEMBER or ASSOCIATE AFFILIATED MEMBER to the UAERF;

words in the singular include the plural and vice versa;

a reference to a gender includes the other gender.

3. Object

The Game of Rugby Union will be damaged by any impairment of public confidence in the honest and orderly conduct of matches and competitions or in the integrity and good character of participants.



4. Duty to Comply

Each Participant of the UAERF is obliged:

- (a) To comply with, and to require all persons in membership with it or affiliated to it 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.

5. Procedure

I. Upon becoming aware, from whatever source, that an alleged breach of this Code of Conduct has occurred by a Participant, the UAERF may set up a Sub Committee to consider the matter.

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

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

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

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

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



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VII. If the Sub Committee is dissatisfied with the manner in which a Affiliated Member or Associate Affiliated 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 Affiliated Member or Associate Affiliated Member.

VIII. An Affiliated Member or Associate Affiliated Member may appeal to the Board of Directors of the UAERF against any decision of the Sub Committee. The ruling of the UAERF Board of Directors will be final.