



## MATCH OFFICIAL'S CODE of CONDUCT

Rugby Canada's *Match Official's Code of Conduct* has been based upon three basic premises.

- i. It is the role of all Match Officials to manage a safe environment for all participants to enjoy their Rugby.
- ii. It is the role of all Match Officials to acknowledge that it is essential that all players, spectators and match officials wish to enjoy their Rugby experiences.
- iii. It is assumed that all Match Officials will respect all players, coaches, spectators and club officials but that the same respect will be reciprocated.

### PURPOSE

It is the purpose of this document to identify an ethical need to have an inclusive, tolerant and welcoming atmosphere for all Match Officials. It is intended to promote a need for an environment that protects Match Officials and other participants as well as an environment that is free of harassment.

It is also the purpose of this policy document to initiate an atmosphere that is conducive to recruiting and retaining Match Officials. It will hopefully:

- assist Referee Societies to adopt an inclusive, tolerant and welcoming atmosphere;
- promote an environment that protects Match Officials because it is free of harassment;
- ensure that appropriate policies and respected codes of behaviour prevail in our sport; and,
- assist with the retention of existing members and promote an environment that is conducive to attracting new members to the Match Official community.

### EXPECTED BEHAVIOURS

**All accredited Rugby Canada Match Officials will be expected to:**

- be a positive role model in behaviour and personal appearance;
- be impartial and avoid any situation that has the potential to lead to a conflict of interest;
- place the safety, health and welfare of the participants above all else;
- show concern and caution towards sick and injured players;
- accept responsibility for all actions taken;
- be courteous, respectful and open to discussion and interaction;
- value the individual in our sport;
- seek continual self improvement through workshop attendance, independent learning, performance appraisal, self evaluations and regular updating of competencies;
- encourage inclusivity and access to all seeking involvement in Match Officiating and other roles in Rugby;

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- refrain from any form of personal abuse towards participants, coaches, club officials, Rugby administrators or spectators;
- refrain from any personal abuse in the form of verbal abuse, physical abuse, mental abuse or sexual harassment towards players, coaches, club officials, Rugby administrators or spectators.

In return, Match Officials should have the right to expect that:

- their health and safety is paramount;
- they are treated with respect and openness;
- they perform their role in an atmosphere that is free of any personal abuse in the form of verbal abuse, physical abuse, mental abuse or sexual harassment;
- they are appointed to a level of competition appropriate to their level of competence;
- they have access to performance reviews of their officiating abilities; and,
- they have access to self improvement opportunities.