



Rugby Pennsylvania Coaches Code of Conduct

Effective September 1, 2019

Rugby Pennsylvania has adopted the USA Rugby Code of Conduct for Coaches as outlined below.

All Rugby Pennsylvania coaches must be registered with USA Rugby, and members in good standing with Rugby Pennsylvania. Failure to abide by the Coaches Code of Conduct will be subject to disciplinary action by the Rugby Pennsylvania Disciplinary Committee. USA Rugby coaches commit themselves to a positive, player-centered approach in their coaching.

A USAR Coach strives to continuously improve on and off the field just as they ask of their players. A USA Rugby coach in good standing pledges:

1. To be a positive role model for Rugby and its players.

- Coaches encourage their players to also be positive role models for Rugby and other players.
- Coaches encourage their support staff, fans and parents to also be positive roles models for Rugby and the players.

2. To respect the rights, dignity and worth of every player within the context of their involvement in Rugby.

- Coaches focus on their player's improvement as well as on results. They develop and maximize each player's physical, mental and emotional potential.
- Coaches place the welfare and safety of each player above all other considerations, including match results.
- Coaches believe all players are deserving of equal attention and opportunities.
- Coaches refrain from any discriminatory practices on the basis of gender, race, religion, sexual orientation, ethnic background, or special ability/disability.

3. To represent self and specialized standing in an honest manner enhancing the reputation of the Rugby coaching community.

- Coaches are responsible for their actions.
- Coaches display high standards through language, manner, punctuality and presentation.
- Coach's display control, dignity and respect for all involved with Rugby - including players, opponents, coaches, officials, administrators, the media, parents and spectators.

- Coaches comply with USA Rugby membership requirements for themselves as well as their players.
- Coaches seek continual improvement through performance appraisal, coach education and maintaining current USA Rugby certification and other relevant qualifications.
- Coaches maintain appropriate records.
- Coaches encourage and require all support staff, parents and volunteers be appropriately trained and education for the well being of the players.

4. To make decisions based on the best interests of a player's sporting, education and vocational careers.

- Coaches do not place players in competitive or training situations until they are sufficiently prepared or sufficiently recovered from injury.
- Coaches acknowledge the individual talents and potential of players.
- Coaches set the appropriate training programs based upon the developmental level of the player.
- Coaches maintain a balanced emphasis on sporting involvement within life objectives.
- Coaches provide planned, sequential training programs.

5. To operate within the spirit of the game, the laws of Rugby and the policies of its governing bodies.

- Coaches embrace and enforce the laws, guidelines, regulations and policies of World Rugby and USA Rugby and its constituent bodies.

6. 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).

- Coaches do not tolerate the use of performance-enhancing drugs and support players' efforts to be drug-free.
- Coaches abide by the rules and regulations of the USADA and WADA.
- Coaches respect the health and dignity of players to compete on the basis of their abilities, within the laws of the game.
- Coaches educate their players on drugs in sport issues.

7. To refrain from any form of harassment of players or colleagues.

- Coaches refrain from any form of personal, verbal, physical or emotional abuse of players.
- Coaches refrain from, and prevent, any form of sexual harassment towards players or colleague.
- Coaches ensure that any physical contact with players is appropriate to the situation and necessary for the player's skill development.

- 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 exploitative.

8. To exercise a standard of care consistent with the coach's qualifications as a Rugby coach.

- Coaches act out of concern for the health, safety, and welfare of players and colleagues.
- Coaches refrain from providing services or advice that are outside the scope of their competency.
- Coaches ensure medical care is available to players.

9. To provide a safe environment for training and competition.

- Coaches ensure equipment & facilities meet safety standards.
- Coaches ensure equipment; rules, training and environment are appropriate for the age and ability of the player.
- Coaches ensure an emergency response plan is in place at all training and competitions.

10. To protect players from all forms of physical and mental abuse.

- Report suspicions or allegations of child physical or sexual abuse to appropriate law enforcement authorities
- To report suspicions of child physical and sexual abuse or any inappropriate behavior of a colleague or coworker. All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to an organization's administrators. If members of the sport community believe that a sexual interaction between a coach and child or among children has occurred, they should report it immediately.
- Cooperate fully with inquiries and investigations
- Encourage disclosure among athletes

11. To act out of concern and caution towards sick and injured players.

- Coaches encourage players to seek appropriate medical advice.
 - Coaches allow further participation in training and competition only when appropriate.
 - Coaches modify training programs when appropriate.
 - Coaches maintain the same interest and support towards sick and injured players.
- Failure by a coach to fulfill the expectations of this Coaches Code of Conduct can be grounds for disciplinary action by Rugby Pennsylvania and/or other governing Union(s).

Coach Name (print)

Coach Signature

Date