

## *Scribes Rugby Football Club (RFC) Code of Conduct*

*As a member of the Scribes RFC, I:*

- ❖ recognize that I am a representative of my club no matter where I find myself;*
- ❖ will conduct myself in a manner that reflects positively on Scribes RFC;*
- ❖ will uphold the values and standards outlined in this code of conduct, and act respectfully towards fellow club members, opposing team members, spectators, guests, referees, and members of the community;*
- ❖ will attempt to resolve interpersonal issues that arise with fellow club members in a respectful and effective manner;*
- ❖ recognize that Scribes RFC accepts, respects, and celebrates people with diverse identities. I will help create a welcoming environment for all people, regardless of sex, gender, race, ethnicity, religion, disability, class, or age;*
- ❖ understand that racist, sexist, homophobic, transphobic, xenophobic or otherwise hateful behavior and language does not have a place in Scribes RFC and will not be tolerated. If I witness club members, opposing team members, spectators, guests and/or referees acting hatefully or using hateful language during any club function I will at a minimum report any such incidents to a coach, manager, or member of the Inclusion, Equity and Reconciliation Committee;*
- ❖ understand that bullying and/or harassment will not be tolerated in Scribes RFC and that this includes any incidents that cause another person to feel disrespected or unwelcome in Scribes RFC;*
- ❖ will not physically or sexually harass others and understand that sexual harassment includes any incidents of unwanted sexual advances or remarks;*
- ❖ am responsible for educating myself on sexual consent and ensuring my behaviour does not make others feel unsafe;*
- ❖ will intervene and attempt to stop any incident of verbal, sexual or physical harassment if I feel safe to do so, or immediately report the incident to a coach, manager, member of the Inclusion, Equity and Reconciliation Committee, or police if the person is in immediate danger;*
- ❖ will do my part to make Scribes RFC, BC Rugby and rugby as a sport more inclusive and participate in positive culture change by modeling positive behaviour and promoting, upholding and acting in accordance with the club's values of inclusivity, diversity, cohesion, comradery, respect, safety, accountability and integrity; and*
- ❖ understand that violating this code of conduct may result in disciplinary action, which could include termination of my membership with Scribes RFC without reimbursement of my dues, social fees, or any other fees associated with my membership with Scribes RFC.*