



Member Code of Conduct

San Diego Armada RFC

The San Diego Armada Rugby Football Club is a purposely-inclusive and diverse non-profit organization dedicated to promoting the sport of rugby within Southern California by providing a safe and supportive environment where novice-level players can learn the game or improve their skills. Our focus is on welcoming under represented groups, including the gay and minority communities, and on fostering the social and community interactions that are a natural outgrowth of team sports.

The San Diego Armada is committed to the ethics of: mutual respect and consideration, fair and safe play on the pitch and providing a harassment-free sport environment.

Developing a team attitude and chemistry that reflects these three tenets is integral to successfully realizing our team mission. It is within that spirit that the SDARFC organization to asks all of its members to adhere to certain standards of conduct, which are outlined below.

1. Mutual Respect and Consideration

The San Diego Armada is committed to providing a club environment in which all members are treated with respect and dignity.

Members are expected to conduct themselves in a manner that reflects positively upon themselves, their teammates, and the San Diego Armada-whether that is with other teammates, within our community, with other rugby teams, with Southern California Rugby Football Union, USA Rugby, our coaches, referees, or spectators.

Armada members are expected to display good sportsmanship conduct in club events, both on and off the pitch.

- **Sportsmanlike conduct** includes showing respect and consideration in language and behavior toward all who are in attendance at an athletic event: officials, coaches, athletes, opponents, spectators, and the media.
- **Unsportsmanlike conduct** includes inappropriate behavior in language, gesture, or action that demeans, physically intimidates, or endangers others, not just during athletic competition but also during other activities of the club

2. Fair and Safe Play on the Pitch

Armada members are expected to abide by the rules and regulations of the game, both in spirit and action, as set out by the rugby union-governing bodies, referees, and coaching staff. Armada members will abide by and respect the officials' decisions, and refrain from direct commentary to officials, other than communicating through the team captain. Armada players will refrain from the use of physical force or behavior that reflects and intentional disregard for the safety of another player(s) outside of the rules of the game.

Safe play requires that Armada players honestly report all injuries and medical conditions that directly impact their playing capability, in a timely manner to the appropriate club medical personnel. Armada players are expected to abide by the directions and/or decisions of medical personnel and coaches, as to emergency care and restrictions on play, as well as adhering to universal safe healthcare practices in any medical situation that may arise.

3. Harassment Free Environment

Every member of the Armada organization has the right to participate in an environment free from harassment. The San Diego Armada R.F.C. does not tolerate harassment in connection with any of its internal or external business, sport or related activity. All members are expected to conduct themselves accordingly.

Harassment is defined as any behavior fitting one or more of the following criteria.

- A) **Personal Harassment:** Behavior, including communication, conduct or gesture that:
- (i) is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals. and
 - (ii) would be considered by a reasonable person to create an intimidating, humiliating or



Member Code of Conduct

San Diego Armada RFC

uncomfortable sport related environment.

B) ***Sexual Harassment:*** Behavior involving unwelcome sexual advances, requests for sexual favors or other communication (verbal written) or physical conduct of a sexual nature when:

- (i) Such conduct might be expected to cause unreasonable embarrassment, insecurity, discomfort, offense or humiliation to another person or group; or
- (ii) Submission to such conduct is made, implicitly or explicitly, a condition of participation in a sport-related activity, or as a basis for any sport-related decision.

AND (in case of either I or ii.)

- (iii) Such condition has the purpose or the effect of creating an overall intimidating, hostile, offensive, or uncomfortable environment.