

## **Kinsale RFC Code of Conduct**

The aim of Kinsale RFC is the preservation and promotion of rugby.

Play and support rugby for enjoyment.

Respect all players, officials, coaches and supporters.

Verbal, physical and online abuse of players, supporters, coaches and match officials is not allowed

Violence of all forms is not allowed.

Members cannot do anything which is likely to intimidate, offend, insult or humiliate another participant on the grounds of religion, sexual orientation, disability, race, colour or national or ethnic origin of the person.

Members must not do anything which would adversely affect or discredits the game of rugby or Kinsale RFC.

Members must not abuse, threaten or intimidate a player, referee or match official, selector, coach or team official, on or off the pitch.

The referee is always CORRECT.

Rugby is a team sport, recognise the value of all participants in both teams. Up to under 18.5 years the aim is to be competitive but not at the expense of an inclusive experience for all players. At adult level, winning takes more importance, but HAVING FUN should be the main motivation for playing rugby.

All members in contact with underage members must comply with the IRFU Child Welfare and Safeguarding Guidelines, and all coaches must ensure they are Garda Vetted and have Safeguarding Training up to date.

Communication regarding training and matches must be coordinated through the notification provided by Clubforce, to ensure only paid up members receive notification, and the club complies with GDPR regulation. Any other form of communication cannot be sanctioned by the club, nor can a coach administer such a service. Comments on club notifications other than those relating to travel or attending training/matches should be avoided, and may lead to removal from the group, or disciplinary action.

### **Membership**

Membership starts on September 1st each season.

Any renewals not activated by October 1st will result in membership privileges being removed until such time membership is paid.

No player can play a game for Kinsale RFC without full membership being paid.

Membership can be activated at any stage of the season, but full rate will apply.

Those eligible for Introductory Membership will have to pay in full after the 30 day period is complete, no participation in games until fully paid up.

All adult members are entitled to vote at the AGM or any EGM, avail of club facilities where applicable, and are entitled to apply for International and Provincial tickets, except Associate members, who are only entitled to use of club facilities, where applicable.

All underage members are entitled to apply for Youth/school tickets only.

Members are entitled to request use of the clubhouse subject to approval from the Executive Committee.

Gym use is restricted to players and coaches.

Membership, including life membership, can be suspended or revoked with no refund for breaches of the Kinsale RFC Code of Conduct.

### Social Media Policy

It is not permitted for a social media account to carry the official name or badge of the club, or imply association with it, without the official approval of the club Executive Committee.

All social media accounts established on the behalf of the club remain under the ownership of the club.

Administration access can be revoked upon request of the Executive Committee.

Accounts must have a minimum of 2 administrators, one of which must be the Club PRO. Access cannot be shared and is their responsibility at all times.

The privacy of club members must be protected, including the option of opting out of social media.

Any content posted must be relevant, age appropriate and uphold the club's reputation at all times.

Members' personal social media platforms should be mindful of members' privacy, any abuse, harassment or bullying on social media platforms of members, match officials or opponents is a breach of the Club Code of Conduct and could result in club disciplinary action.

Match footage cannot be regulated but members should be mindful of what is posted, only showing appropriate content, and no footage of injuries without permission from the individual.

Training sessions cannot be recorded, or members recorded without their permission, or the written permission of the Executive Committee.

### Club Disciplinary Policy

Any member can be disciplined for breaches of the Club Code of Conduct.

Issues can be raised and reported to any club officer.

A disciplinary panel appointed by the club's officers will hear the complaint and decide on any action to be taken.

Punishment can range from verbal warning, written warning, suspension of membership, and expulsion from the club, depending on the severity of the offence.

Every member has the right to appeal within 7 days of notification of the ruling, and the appeal must be heard within 7 days of such notification. This decision is final.

Where requests for information from the disciplinary committee are not met within 7 days the committee can proceed as it sees fit.

Any issue with an underage member must be reported to the club Child Welfare Officer immediately.

The Code of Conduct can be updated at any time on direction of the Executive Committee.