



Member Code of Conduct

Boston Ironsides RFC is committed to the ethics of:

- 1) inclusion;
- 2) mutual respect and consideration;
- 3) fair and safe play on the pitch;
- 4) providing a harassment-free sport environment;
- 5) maintaining the image and integrity of the club as a whole

The Boston Ironsides RFC is a senior amateur club comprised mostly of, but not exclusively, gay athletes dedicated to learning, teaching and playing rugby; to forging new friendships; to celebrating others' differences; and to giving back to its supportive communities through charitable and educational activities. We are committed to building a competitive, social, and diverse club that welcomes players regardless of sexual orientation, ethnicity, race, religion, age, or physical ability.

Developing a team attitude and chemistry that reflects these five tenets is integral to successfully realizing the above mission. It is within that spirit that the Boston Ironsides RFC asks all of its members to adhere to certain standards of conduct, which follow.

These standards of conduct are intended to establish some expectations and guidelines as to what constitutes behaviour consistent with our stated ethics, our club mission, and the law; and what conduct falls outside of that domain. It is not intended to inhibit your freedom of expression or being yourself; nor is it intended to unduly restrain the traditions of rugby social activity, or as a prohibition of members to initiate or develop a mutually consensual relationship with others from the team.

The sections below outline the club's standards of conduct expected of all its members (players, coaches, staff, and supporters), associated with each of the five principles that constitute our mission.

1. Inclusion

Within our mission of providing a welcoming, safe environment for all participants to enjoy the sport of rugby, the Boston Ironsides RFC and its members will not discriminate on the grounds of ethnicity, race, nationality, sexual orientation, HIV status, or religion in any matter; nor on the grounds of sex, age or disability, except as a necessary consequence of the requirements of the sport.

The current single-sex orientation of the club's player list is not discriminatory in its intent, but a genuine result of physical/gender restraints and requirements of the rugby union in which the club participates.

2. Mutual Respect and Consideration while representing the team

The Boston Ironsides RFC is committed to providing an environment in which everyone, within or outside the club, is treated with respect and dignity. Members are expected to conduct themselves in a manner that

reflects positively upon themselves, their teammates, and the Boston Ironsides – whether that is with other teammates, within our community, with other rugby teams, our coaches, referees, or spectators.

Boston Ironsides members are expected to display good sportsmanship and conduct at club events, both on and off the pitch.

- Sportsmanlike conduct includes showing respect and consideration in language and behaviour towards all who are in attendance at an event to include but not limited to: officials, coaches, athletes, opponents, spectators, and the media.
- Unsportsmanlike conduct includes inappropriate behaviour in language, gesture, or action that demeans, physically intimidates, or endangers others, not just during athletic competition but at any time when representing the club or its sponsors.

Boston Ironsides members must be cognisant of their affiliation with the rugby club and adhere to the general rules of the 'code of conduct' when posting and discussing said affiliation on social networking websites and mobile applications. Misrepresentation or behaviour that directly conflicts with the mission and guidelines set forth in BI RFC Bylaws the 'Code of Conduct' may result in disciplinary action.

During designated times at specified events it is not appropriate for members or spectators of Boston Ironsides RFC to record or capture images that can potential cause harm to the individual or adversely affect the image of the club. Those members or spectators not in compliance will be asked to leave the event and may be subject to further disciplinary action.

Good sportsmanship also implies winning with character and losing with dignity, both with class.

3. Fair and Safe Play on the Field

Fair play espouses striving to win, but not at all costs. Boston Ironsides' members are expected to abide by the rules and regulations of the game, in both spirit and letter, as set out by the rugby union-governing bodies, referees, and coaching staff. Boston Ironsides' members will abide by and respect the officials' decisions, and refrain from direct commentary to officials, other than communicating through the team captain. Boston Ironsides' players will refrain from the use of physical force or behaviour that reflects an intentional disregard for the safety of another player(s) outside of the rules of the game.

Our coaching team is expected to demonstrate a standard of care for the individual athlete's well-being, commensurate with the individual's abilities and standards of the sport. To foster an environment of safe play, it is expected that the Boston Ironsides coaching staff will comply and understand the continuously changing rules of the game and attempt to improve coaching techniques by availing themselves of educational opportunities.

On a personal basis, safe play requires that Boston Ironsides' players honestly report all injuries and medical conditions that directly impact their playing capability, in a timely manner to the appropriate club personnel. Boston Ironsides' 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.

4. Harassment-Free Environment

Every member of the Boston Ironsides RFC has the right to participate in an environment free from harassment. The Boston Ironsides RFC does not tolerate harassment in connection with any of its internal or external business, sport or related activities. All members are expected to conduct themselves accordingly. Harassment is defined as any behaviour fitting one or more of the following criteria.

1) Personal Harassment: Behaviour, including communication, conduct or gesture that:

a) is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals; and

b) would be considered by a reasonable person to create an intimidating, humiliating or uncomfortable sport related environment.

2) Sexual Harassment: Behaviour involving unwelcome sexual advances, requests for sexual favours or other communication (verbal or written) or physical conduct of a sexual nature when:

a) Such conduct might be expected to cause unreasonable embarrassment, insecurity, discomfort, offense or humiliation to another person or group; or

b) 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.

5. Maintaining the Image and Integrity of the Club as Whole

All members of the Boston Ironsides' will conduct themselves with a reasonable level of decorum and modesty that does not mar the image or integrity of the club. The Boston Ironsides' is both a rugby club and a corporation whose members, affiliates, and sponsors are closely intertwined. It is because of this relationship that all parties involved understand that the image and integrity of the club as a whole be upheld reasonable modesty. This will include but not limited to:

1) The posting of sexually explicit or suggestive images on social media sites and/or mobile applications demonstrating clear association or display of club crest, badge, or logo.

2) In appropriate behaviour while wearing any portion of club kit (jacket, jersey, and/or shorts) that displays the club crest, badge, or logo to include but not limited to:

a) Explicit public sexual acts

b) Excessive drunkenness

c) Physical violence

d) Nudity

e) Arrest

Member Complaints and Adjudication

The Boston Ironsides Executive Board has established procedures for members to register complaints and to adjudicate issues related to the code of conduct. If you believe that you have a valid complaint, or feel that you should intervene on behalf of another individual, please contact a member of the Executive Board, who will initiate the process, **preferably the appointed Parliamentarian**.

The Boston Ironsides RFC will take whatever action is needed, up to and including disciplinary or dismissal action, to prevent and correct behaviour that violates this code of conduct. The Executive Board will handle complaints with privacy, courtesy, earnestness and without animosity.