



CODE OF ETHICS

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CODE OF ETHICS

We all have a responsibility, both on and off the field, to promote high standards of behavior in the Game, as well as uphold the values, spirit and image of Rugby Europe. In line with our strategic vision, our purpose is to ensure more people engage with rugby, as often as possible, with more enjoyment and more success. Our strategic vision is to encourage Member Unions Players and Officials to be true to rugby's values and provide role model leadership. Therefore, the following Code reflects and defines the most important core values for behavior and conduct within Rugby Europe and its affiliates. The conduct of Applicable Persons bound by this Code shall reflect their support of the principles of integrity and ethics and their efforts to refrain from anything that could be harmful to these aims and objectives.

Definitions

The following words and phrases used in this Code of Ethics shall have the meanings specified in the Bylaws, and/or the following meaning:

Applicable Persons means Rugby Europe Officials, Member Unions Officials and Staff, Rugby Europe Staff, Member Unions Teams, Match Officials as described in the definition section.

Bylaws means the Bylaws of Rugby Europe in effect from time to time as adopted by the General Meeting of Rugby Europe and approved by World Rugby.

Code means this Code of Ethics and includes all Rules and Regulations referred to in it.

Competition Rules means the rules of Rugby Europe Competitions, including the respect of the Laws of Game edicted by World Rugby from time to time.

The Disciplinary Committee means Rugby Europe Disciplinary Committee.

Disciplinary Panel must be understood as the disciplinary body judging a Disciplinary Case. For first instance, it will be called The Disciplinary Panel but for an appeal procedure (second instance), the appointed Disciplinary Panel will be called **Appeal Panel**.

Disciplinary Regulations means the Rugby Europe Disciplinary Regulations.

Fair Play means much more than playing within the rules. Fair Play is a positive concept. It incorporates the concepts of friendship, respect for others and always playing within the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence (both physical and verbal), the sexual harassment and abuse of children, young people, men and women, exploitation, unequal opportunities, excessive commercialization and corruption.

Game means rugby football played in accordance with the Laws of the Game edited by World Rugby from time to time.

Match Officials means any person or entity who is involved in Rugby Europe Competitions, including but not limited to: Referees, Assistant Referees, Match Commissioners, Citing Commissioners, Television Match Officials, Tournament Directors, Performance Reviewers.

Member(s) means the Unions elected to membership of Rugby Europe in accordance with its Bylaws from time to time in force. Unless otherwise stated Members means associate Members and full Members.



Member Unions Officials and Staff means, any person who is elected or appointed to a position in which they represent a Member Union, including but not limited to: The President, Board of Directors members, Delegates attending Rugby Europe General Meetings, candidates from Member Unions for a Rugby Europe position (Rugby Europe President, Rugby Europe Board of Directors, Rugby Europe Committees or Sub Committees Chairpersons or members), employees of Member Union.

Member Unions Teams means any player who is entered for or competing in, or has competed in, any Rugby Europe Competition, coach, trainer, manager, team staff, team official, medical or para-medical personnel, any other person working with, treating or assisting the Teams and Players participating in, or preparing for, Rugby Europe Competitions.

Person means a Player, trainer, referee, assistant referee or referee adviser, television match official, coach, selector, medical officer, physiotherapist; or any other individual or organization who is or has been at any time involved in the organization, administration or promotion of The Game; or any supporter or spectator of The Game.

Rugby Europe Officials means, any person who is elected or appointed to a position in which they represent Rugby Europe including but not limited to, Board of Directors members, Committees Chairpersons and members, Sub-Committees Chairpersons and members, Disciplinary Committee Chairperson and members, Judicial Officers that are appointed when required to sit on a Disciplinary Panel or Appeal Panel, other working groups members unless specifically provided otherwise in the Bylaws and Regulation;

Rugby Europe Staff means any person who is employed by Rugby Europe or acting on behalf of Rugby Europe including employees and persons hired to work as consultants.

World Rugby means the association of Member Unions and/or Member Associations, in membership of World Rugby in accordance with the Bye-Laws, formerly known as International Rugby Board.

Note: terms referring to natural persons are applicable to both genders. Any term in the singular applies to the plural and vice versa.

1. ENTERING INTO FORCE AND STATUS OF THIS CODE

1.1. The Members of Rugby Europe gathered on December 4th, 2020 have adopted this Code of Ethics (The Code), which takes effect from 1st of January 2021, to help ensure that Rugby Europe is governed ethically and in accordance with the highest standards of honesty and integrity. The Code is based on the suggested components for Codes of Ethics published by the Association of Summer Olympic International Federations (A.S.O.I.F.) and best practice in sporting governance and ethics and may be amended by the Board of Directors from time to time.

1.2. This Code (including all Rules and Regulations referred to in it) shall be governed by and interpreted in accordance with French Laws.

2. SCOPE OF APPLICATION

2.1. This Code applies to the following persons and entities (Applicable Persons) who are, or are seeking to become:

- a) Rugby Europe Officials;
- b) Member Unions Officials & Staff. For the avoidance of doubt this code shall apply to Member Unions Officials limited to their relations or dealings with Rugby Europe;
- c) Persons and entities bidding to host, or hosting, Rugby Europe Competitions;



- d) Member Unions Teams;
- e) Match Officials;
- f) Rugby Europe Staff;
- g) Such other persons who agree in writing to be bound by this Code.

2.2. All Applicable Persons listed above will be deemed to have agreed:

- a) that it is their personal responsibility to familiarize themselves with all of the requirements of this Code, including what conduct constitutes a violation of the Code;
- b) to submit to the exclusive jurisdiction of the Disciplinary Panel to hear and determine charges brought pursuant to the Code;
- c) not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the Disciplinary Panel.

3. BREACH OF CODE

As a general rule, any breach of the Code may be established whether it was committed deliberately or negligently, whether or not the breach constitutes an act or an attempted act, and whether the parties acted as participant, accomplice or instigator.

4. STATUTE OF LIMITATIONS

The investigation of breaches of the provisions of the Code may no longer be initiated after a period of 10 years. Provided that the investigation is initiated in a timely manner, the Disciplinary Panel shall be entitled to complete pending cases and render decisions.

5. TRANSITIONAL PROVISIONS

Violations of the Code

5.1. Any complaint or information concerning an alleged violation of this Code where the violation is alleged to have occurred on or after January 1st, 2021 shall be reported to the Disciplinary Committee, in accordance with this Code, Rugby Europe Bylaws and Regulations and Rugby Europe Disciplinary Regulations (including the Reporting, Investigation and Hearing Process).

5.2. The Disciplinary Committee shall decide whether to investigate and prosecute any such violation, in accordance with this Code, Rugby Europe Bylaws and Regulations and Rugby Europe Disciplinary Regulations

5.3. If the Disciplinary Committee decide to prosecute any such alleged violation, it shall then appoint a Disciplinary Panel to hear and decide all alleged violations of this Code filed with it by the Disciplinary Committee in accordance with the Disciplinary Regulations.

Violations of the Codes prior to its adoption and implementation

5.4. Any complaint or information concerning for an alleged violation of this Code where the violation is alleged to have occurred on or before Date of approval of the present Code cannot be reported to the Disciplinary Committee for an investigation procedure because the Code simply did not exist at the time of the alleged acts.

6. FUNDAMENTAL PRINCIPLES

Respect for the universal fundamental ethical principles is paramount, especially but not limited to:

- Respect for human dignity;
- Respect for human rights;



- Maintaining harmonious relations with state authorities, while respecting the principle of autonomy;
- Rejection of discrimination of any kind on whatever grounds, be it age, race, color, sex, gender identity, sexual orientation, language, religion or belief, disability, physical or mental conditions, political or other opinion, national or social origin, ethnicity, property, birth or any other status)
- Rejection of all forms of harassment and abuse, be it physical, moral, professional or sexual, and any physical or mental injuries;
- Ensuring the participants' conditions of safety, well-being and medical care favorable to their physical and mental equilibrium.

7. INTEGRITY OF CONDUCT

Applicable Persons bound by the Code are expected to be aware of the importance of their duties and concomitant obligations and responsibilities.

Applicable Persons bound by the Code must show commitment to an ethical attitude. When discharging their duties and responsibilities they must behave in a dignified manner and act with complete honesty, objectivity, credibility, impartiality and integrity.

Applicable Persons must act with independence. They must fulfil their duties with due care and diligence.

Applicable Persons bound by the Code must not abuse their position in any way, especially to take advantage of their position for private aims or gains.

Applicable Persons must at all times act in compliance with the Code and shall immediately report any potential breach of this Code to the Disciplinary Committee. Applicable Persons shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) or make any public criticism of any Member Union or any Applicable Persons or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game into disrepute.

8. EXPECTATIONS AND STANDARDS REQUIRED WITH REGARDS TO SOCIAL MEDIA AND OTHER COMMUNICATIONS TOOLS

Applicable Persons shall promote Member Union Teams online in a reasonable and balanced way aligned with Rugby Europe values.

Applicable Persons shall not promote poor sportsmanship online.

Applicable Persons shall not incite violence on or off the field including through the use of social media.

Applicable Persons shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) or make any public criticism of any Member Union Teams or any other Applicable Persons or any other Person which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the Game and Rugby Europe into disrepute.

Applicable Persons shall not publish or cause to be published in any medium (including via any social media or social networking websites or otherwise) criticism of the manner in which the Disciplinary Panel or the Appeal Panel handled or resolved any dispute or disciplinary matter or commercial breach or ethical breach;

Pursuant to Regulation 2.12, and subject to Regulations 2.13 to 2.16, of the Disciplinary Regulations, all oral or written representations, submissions, evidence and documents created in the course of any proceedings (to include decisions) are confidential (together Confidential Proceedings Materials). Applicable Persons shall not publish or cause to be published in any medium (including via any social media or social networking websites), any Confidential Proceedings Materials.

9. PROTECTION OF RUGBY EUROPE'S REPUTATION AND INTERESTS

Applicable Persons must not act, or fail to act, in a manner:



- Likely to harm the reputation of Rugby Europe (not limited to activity directly related to their Rugby Europe function);
- That could bring Rugby Europe and its bodies (General Assembly, Board of Directors, Committees and Sub Committees) into disrepute;
- Contrary to the objects of Rugby Europe; or
- To be prejudicial to, or adversely affect the interests of, Rugby Europe.

10. GIFTS AND HOSPITALITY

Applicable Persons must not offer or accept:

- Cash gifts;
- Any gift, hospitality or other benefit that is given secretly, not openly;
- Gift, hospitality or other benefit that creates an actual, potential or perceived conflict of interest, or that may be construed as intended to influence;
- Special privileges or services that are against morality or human dignity;
- Any other gift, hospitality or other benefit that gives the appearance of impropriety.

Applicable Persons may offer and accept:

- Tokens of consideration of nominal value in accordance with prevailing customs;

Gifts policy:

- Any gifts below 200 € does not need to be declared;
- Any gifts between 200 € and 500 € must be declared to Rugby Europe C.E.O. and Rugby Europe C.F.O.;
- Any Gift over 500 € must be refused.

Tickets & Hospitality policy:

- Any ticket below 200 € does not need to be declared;
- Any ticket & hospitality over 200 € must be declared to Rugby Europe C.E.O. and Rugby Europe C.F.O.;

If in doubt about whether requirements are met, an Applicable Person should refer the matter to the Rugby Europe C.E.O. and Rugby Europe C.F.O.

When determining whether it is appropriate for an Applicable Persons to give a gift to a third party, consideration should always be given to the Key Principles and in particular, that you are not intending to give the gift with any intention of influencing the recipient's decision making process (e.g. as to whether to obtain or retain Rugby Europe's business), or to influence them in exercising their function improperly.

11. INTEGRITY OF COMPETITIONS

Applicable Persons must:

- Act to ensure integrity of sports competitions;
- Observe the World Rugby Anti-Doping Regulations;
- Observe the World Rugby Anti-Corruption and Betting Regulations;
- Act to ensure prevention of Manipulation of Competitions. Any intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a Rugby Europe Competition in order to remove all or part of the unpredictable nature of the event with a view to obtaining an undue benefit for oneself or others is forbidden;
- Promote high standards of behavior;
- Not infringe the principles of fair play.



12. GOOD GOVERNANCE AND RESOURCES

- Applicable Persons must observe Basic Universal Principles of Good Governance in Sports;
- Resources of Rugby Europe and related organisations may only be used for the benefit of rugby in accordance with Rugby Europe Bylaws and Regulations;
- Allocation of resources by Rugby Europe and/or related organisations shall be done in a transparent way;
- Where financial support, material support or any other support is provided to Member Unions or to related organisations shall be utilised in strict compliance with the purpose for which it was granted. Rugby Europe shall be entitled to request from the recipient the production of any appropriate evidence regarding the use of the resources. Moreover, the recipient shall clearly demonstrate the use and purpose of the resources if requested;
- Rugby Europe recognizes the significant contribution that broadcasters, sponsors, partners and other supporters make to the sport;
- The broadcasters, sponsors, partners and other supporters must not interfere in the running of Rugby Europe, Member Unions and related organisations.

13. CONFIDENTIALITY

- Applicable Persons must not disclose information entrusted to them in confidence which has not been made public unless required to disclose by law;
- Information obtained through the Applicable Person's role in Rugby Europe that is not confidential must not be disclosed for personal gain or used maliciously;
- Applicable Persons remain bound by this requirement even once they are no longer involved or in relation with Rugby Europe.

14. REPORTING OBLIGATION

- Applicable Persons must inform the Disciplinary Committee using appropriate channels of any information relating to an alleged violation of the Code;
- Any disclosure must not be for personal gain nor be undertaken maliciously to damage the reputation of any person or organisation;

15. REPORTING AND CO-OPERATION WITH INVESTIGATIONS

- Applicable Persons must co-operate truthfully, fully and in good faith with all investigations by the Disciplinary Committee, including by answering questions and providing access to information and data;
- Applicable Persons must not do anything by act or omission that has the object or effect of obstructing, preventing, delaying or interfering with or frustrating any investigation, including interfering with potential witnesses.

16. ENFORCEMENT OF THE CODE OF ETHICS

- Disciplinary Committee is appointed as the Code of Ethics enforcement arm;
- The proceedings regarding an investigation of an alleged breach in the Code can be found in Rugby Europe Disciplinary Regulations (including the Reporting, Investigation and Hearing Process);