



THE USA RUGBY REFEREES CODE OF CONDUCT

Match Officials appointed by USA Rugby Referees to matches, need to maintain integrity for the success of the game, and it is imperative that Match Officials conduct themselves with the highest standards of honesty, discipline and fairness at all relevant times.

The purpose of this Code of Conduct is to set out clearly what conduct is expected of Match Officials and to provide an appropriate system for disciplining conduct that falls short of what is expected.

1. A breach of this Code of Conduct may result in the High Performance Management Group and the Selection Committee reviewing the member's compliance to protocols and standards both on and off the field, and may result in the removal or suspension of the match official from the National Panel and/or removal/suspension from all representation of USA Rugby.
2. No Match Official may accept an appointment to a Match unless they have accepted and agreed to be bound and to abide by:
 - a. the Laws of the Game;
 - b. this Code of Conduct,and acceptance of an appointment to a Match will be deemed to signify such acceptance and agreement.

CONDUCT AND MISCONDUCT

1. Each Match Official must conduct themselves at all relevant times in accordance with the highest standards of disciplined and sporting behavior. They must not commit any act(s) of Misconduct.
2. For the purposes of this Code of Conduct, '**Misconduct**' shall mean any conduct, behavior, statements (including, for the avoidance of doubt and without limitation, statements made on social networking platforms or sites such as Twitter, Facebook, LinkedIn, Instagram or similar) or practices by a Match Official, on or off the playing enclosure, during a Match or otherwise, that is unsporting and/or insulting and/or that brings or has the potential to bring the sport of rugby union, USA Rugby, Team(s), Person(s), the Match Official themselves and/or other Match Officials, USA Rugby and/or any sponsor or other commercial partner of the competition into disrepute and/or that is not in accordance with the Laws of the Game or this Code of Conduct.
3. Without prejudice to any powers World Rugby or the USOC have to investigate and/or sanction misconduct under World Rugby Regulations 6 or 20 (or any other World Rugby regulation in force from time to time), any act or acts of Misconduct may result in disciplinary proceedings being brought and (where appropriate) sanctions being imposed on the Match Official(s) involved.

Initial: _____

4. While it is not possible to draw up a definitive and exhaustive list of types of conduct that may amount to Misconduct under this Code of Conduct, each of the following types of behavior by a Match Official is an example of (and constitutes) Misconduct under this Code of Conduct:
- a. Match officials recognize that anything that may lead to a conflict of interest, either real or apparent, is to be avoided. Gifts, favors, special treatment, privileges, employment or a personal relationship with a school or team that can compromise the perceived impartiality of officiating will be considered a breach of this Code of Conduct.
 - b. making comments (including, for the avoidance of doubt and without limitation, on social networking platforms or sites such as Twitter, Facebook, LinkedIn, Instagram or similar) and/or conducting themselves in connection with current and/or anticipated disciplinary proceedings (whether under this Code of Conduct or the relevant Disciplinary Rules) in such a way that may be prejudicial to and/or have an adverse impact on such disciplinary proceedings and/or that is prejudicial to the interests of USA Rugby and/or the sport of rugby union and/or any Team or Person;
 - c. carrying out any acts and/or making statements (including, for the avoidance of doubt and without limitation, on social networking platforms or sites such as Twitter, Facebook, LinkedIn, Instagram or similar) that are discriminatory by reason of sex, sexual orientation, race, nationality, ethnic origin, color, religion or disability;
 - d. failing to provide assistance to the Disciplinary Officer in connection with a complaint brought (or a complaint that may be brought) before a Disciplinary or Appeal Committee (whether under this Code of Conduct or the relevant Disciplinary Rules);
 - e. failing or refusing to act in accordance with directions applicable to disciplinary proceedings brought under this Code of Conduct or the relevant Disciplinary Rules and/or a decision of a Disciplinary Committee or Appeal Committee made in accordance with this Code of Conduct or the relevant Disciplinary Rules and/or a sanction imposed by a Disciplinary Committee or Appeal Committee in accordance with this Code of Conduct or the relevant Disciplinary Rules;
 - f. where a Match Official is aware of information that shows or suggests that a Match Official is guilty of Misconduct, or a Team and/or Person is guilty of "Misconduct" as defined in the relevant Disciplinary Rules, failing or refusing to disclose (or an unreasonable delay in disclosing) full details of such information to the Disciplinary Officer; and
 - g. making comments, including (without limitation) to representatives of the media and/or on social networking platforms or sites such as Twitter, Facebook, LinkedIn, Instagram or similar, that attack, disparage or criticize (and/or conducting themselves in a way that attacks, disparages or criticizes) the sport of rugby union, the Competition, Team(s), Person(s), the Match Official themselves and/or other Match Official(s), USA Rugby and/or any sponsor or commercial partner of USA Rugby.

Name: _____

Signed: _____

Date: _____