



Code of Conduct  
Officials

## **Scope**

This Code of Conduct applies to everyone who is involved as an official in activities of Rugby Netherlands.

## **Introduction**

Norms and values in the practice of rugby are highly important. Rugby must remain a place where rugby players and everyone within the rugby community can come together to play with enjoyment and fulfilment. This requires clear behavioural guidelines, which are actively promoted by the Board and Committees.

What happens if someone does not follow this Code of Conduct? Violations of the rules may lead to sanctions.

## **Safety and Responsibility**

Take responsibility for ensuring a safe sporting environment and contribute to an inclusive atmosphere in which everyone feels welcome and safe.

## **Respect and Equal Treatment**

- Recognise and acknowledge everyone's basic needs within the club: each person has the right to privacy, safety, human dignity, and bodily integrity.
- Act honestly, transparently, reliably, and respectfully towards others and treat everyone equally.
- Refrain from discriminatory, demeaning, or (sexually) intimidating remarks, bullying, or any other form of transgressive behaviour (physical, verbal, or non-verbal).
- Do not discriminate based on religion, belief, political preference, origin, sex, disability, sexual orientation, cultural background, age, or any other characteristic.
- Be attentive to vulnerable individuals and groups.

### **Rules and Agreements**

Be honest and show sportsmanship. Know not only the rules of the game but also the rules of the location, the club, and the (inter)national federation, and act accordingly. Ensure good cooperation with trainers/coaches, team staff, and other match officials (assistant referees, touch judges, etc.). Adhere to anti-doping regulations and cooperate with the organisation of doping controls. Make clear agreements in a timely manner and honour them. Handle information with care, especially when it relates to sensitive matters that could harm others. Keep your knowledge up to date by following relevant training sessions and educational programmes.

### **Addressing and Reporting**

The basic principle is that everyone addresses others when observing unsafe or potentially transgressive situations. Report suspicions or signs of doping violations, match-fixing, or (sexual) intimidation to the club board, Rugby Netherlands' reporting point ([meldpunt@rugby.nl](mailto:meldpunt@rugby.nl)), or the Centre for Safe Sport Netherlands (CVSN).

If you feel unsafe or experience situations that conflict with your own values or norms, discuss this with the board or contact Rugby Netherlands' reporting point or the CVSN.

### **Favors and Gifts**

Do not accept favours, gifts, services, or payments from athletes, trainers, coaches, board members, or third parties in exchange for doing or omitting something that compromises the integrity of the sport. Do not offer such benefits yourself. If something is offered to you, report it to Rugby Netherlands' reporting point. Be open and transparent in your actions.

### **Matchfixing**

Know and understand the rules regarding match-fixing. Never bet on your own matches or competitions, nor on matches or competitions in which you could influence the outcome. Do not bet on youth competitions. Do not manipulate match results or components of matches. Do not share confidential information that others could use for betting purposes. Comply with your obligation to report match-fixing approaches or suspicions to Rugby Netherlands' reporting point or the CVSN.

**Role Model**

Be aware of your role as an example in your position as referee or official. Pay attention to your language and how you present yourself to others. Act in a service-oriented manner — both in facilitating fair play and in implementing policies on sporting behaviour. Refrain from statements or actions that could bring the sport or the federation into disrepute, including on social media.