

## NEW ZEALAND RUGBY KEY INFORMATION

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# Respect and Inclusion Protocol

1. **Inclusiveness** is at the heart of providing a safe environment where everyone - whether part of your team or organisation, or otherwise - feels welcomed, encouraged and valued. We all have to play a role in fostering, promoting and maintaining empowering, positive rugby environments.
2. Creating environments that are truly inclusive is about more than setting policies and expectations; all people need to **want** to look after and respect each other, understand the benefits of doing so, and treat each other in the manner that **they** would want themselves or their family to be treated.
3. Rugby must promote environments that value all people and their wellbeing. All people involved in any way with rugby - whether that involvement is formal or informal, long-term or casual - have the right to be treated with dignity and respect and to engage with the game in a manner that is free of harassment, coercion, abuse, humiliation and discrimination.
4. At all times while interacting with people, those of us operating in the professional rugby environment must act with dignity and respect towards others and not discriminate against any person on the grounds of:
  - Gender;
  - Marital status;
  - Religious or ethical belief;
  - Colour, race, ethnicity or nationality;
  - Disability (whether mental or physical);
  - Age;
  - Political opinion;
  - Employment status;
  - Family status; or
  - Sexual orientation.
5. It is important to recognise that interactions in professional rugby occur in many different forums - for example: team or management meetings, at or after games, sponsor or VIP hosting, promotional and PR appearances, media activity, other team activity, or even in private with teammates or colleagues. Always be conscious of who is around you, where you are and how you are behaving - be respectful of others at all times.
6. As people involved in professional rugby it is important that you:

- Understand there are consequences to your actions - sometimes you might say and do things that you intend to be funny, but can actually hurt someone's feeling. Think before you speak;
  - Stand up and look after those who may not have the confidence to stand up for themselves; and
  - Stand up for yourselves and embrace who you are, let others know that words and actions mean something to you and those close to you.
7. All professional rugby environments - Provincial Unions, Super Rugby clubs and NZR National Teams (including both rugby and corporate staff) - should have a policy in respect of bullying, harassment and discrimination in the workplace. NZR has issued a model policy and complaints procedure and all organisations are encouraged to adopt this if they do not already have their own.
8. If you feel victimised, discriminated against, bullied, or harassed, you should talk to someone that you feel safe with and trust. People to go to for help include:
- Family and friends;
  - Your Personal Development Manager (PDM)
  - Your Coach, Team Manager or CEO;
  - Your agent;
  - The NZRPA via the 0800PLAYER number; and/or
  - Confidential free independent professional support via INSTEP 0800 284 678, or other independent support programs such as lifeline etc.
9. If you are concerned about another person's conduct and whether it constitutes bullying, harassment or discrimination, or wish to make a complaint about the behaviour and/or activity of another person or group of people, you can advise either your team manager, CEO, the NZRPA or other designated contact person as soon as possible after the incident.
10. For further information, see [Human Rights Commission](#), [Diversity Works NZ](#), [the Citizens Advice Bureau](#), or [Skylight](#).