

NEW ZEALAND RUGBY PROFESSIONAL PLAYERS KEY INFORMATION

6. PLAYER CONDUCT

- We want people to take pride in who they are and those that they represent, not only upholding the expectations and values that unify and inspire people around them, but more importantly, contribute in way that sets the right example for those that follow. We need Players to act in the best interests of themselves, their families, their communities, and NZ Rugby (which includes Franchise Club and Provincial Unions). This means:
 - Being a positive role model.
For example, always conducting yourself in a professional and respectful manner in all situations (including social media).
 - Respecting the rights, dignity, safety and worth of others.
For example, engaging in appropriate relationships and respecting others thoughts and beliefs.
 - Being fair, considerate and honest in all dealings with others.
For example, being aware of the risks and consequences surrounding violence and corruption.
 - Being professional, making good decisions and accepting responsibility for your actions.
For example, drinking responsibly and not using drugs.
- Players must adhere to:
 - New Zealand Rugby's rules, regulations, and protocols (e.g. Anti-Corruption and Betting Regulations, the Respect and Inclusion Protocol and the Team Function Protocol).
 - World Rugby Regulations
 - Collective Employment Agreement (which also covers individual playing contract terms and conditions)
 - New Zealand law (e.g. the Crimes Act)
- If players breach the expected standards, then a misconduct process may arise. You will always have an opportunity to explain your actions.
- A misconduct allegation could range from ordinary (less serious) misconduct to serious misconduct

Examples - Serious Misconduct:

- Committing a doping offence
- Gambling on the outcome of any game
- Committing a criminal offence
- Actions, conduct, comments or behaviour that offends or harms others and/or the game
- Repeated misconduct

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Examples - Ordinary Misconduct:

- Failing to attend training/promotional activity
- Failing to maintain prescribed level of fitness/comply with rehab programme
- Inappropriate use of social media

- Good decision making is at the heart of ensuring you remain safe, keep those around you safe and help ensure you are acting in the best interest of those that you represent. One decision making tool that may assist is the S.T.A.R decision making model:
 - o S= Stop
 - Create physical space
 - Take a deep breath
 - Get your emotions under control
 - o T= Think
 - Identify emotions
 - Define the problem
 - Come up with possible solutions
 - o A= Act
 - Identify solution and actions towards the solution
 - Carry out your actions
 - Take ownership of your actions
 - o R= Reflect
 - Did the solution work?
 - Could anything be done better?
 - Congratulate yourself, you tried!
 - If it didn't work, keep trying!

- If you or a mate require support or help please contact either:
 - o InStep 0800 284 678
 - o NZRPA 0800 player
 - o Team Doctor, Manager or PDM

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