

NEW ZEALAND RUGBY KEY INFORMATION

NEW ZEALAND RUGBY TEAM FUNCTION PROTOCOL

INTRODUCTION

The purpose of this protocol is to provide guidance around the planning and the conduct expected of professional rugby team management and players at Team Functions.

It is important to understand that any behaviour at a Team Function, or in fact at any other time, that may be in breach of an employee's obligations under the Collective Agreement or any individual employment conditions may be investigated as potential misconduct.

WHAT IS A TEAM FUNCTION?

1. A social function organised by the team's management and / or players in the normal course of employment. Examples of this include a team dinner while assembled, sponsor functions, awards evenings or a team celebration, events after trainings (e.g. clubrooms events); and
2. A social function organised by the team's management and / or players where a person acting reasonably would identify the function as a team activity. Examples of this could include a team fishing charter, golf day, bus tour.

For the avoidance of doubt, Team Functions include any social function that meets the above definitions, regardless of whether they occur during a period of Leave, a bye week or any other period outside of formal assembly.

PLANNING A FUNCTION

1. All Team Functions must either be organised by team management or notified to team management. When organising a Team Function, team management or team players need to consider:
 - a. The most appropriate location for the Team Function (private or public).
 - b. Transport arrangements to and from the Team Function.
 - c. The need for sober chaperones, and potentially security, at the Function.
 - d. The type of activities undertaken at the Team Function.
 - e. What steps need to be taken to ensure team members and any other people involved or in contact with the function will be hosted appropriately and safe.
 - f. Whether alcohol will be part of the Team Function (see additional guidelines below).
2. If alcohol is to be provided at the Team Function, the following guidelines and expectations apply:
 - a. No person shall be compelled to drink alcohol;
 - b. No-one under 18 shall be supplied with alcohol;

- c. Team Functions should follow established good practice in terms of host responsibility, including provision of mid or low-strength alcohol and non-alcoholic alternatives as well as food; and
 - d. No player should interact directly with a team's alcohol sponsor or partner without the express consent of team management. Any communication between a player and a team's alcohol sponsor should be conducted via an appropriate member of team management or the team's administrative staff.
3. If the Team Function is organised by team players, sufficient detail about the Team Function must be notified to team management. If team management believe there may be any potential health, safety, security or reputational risks arising from the proposed Team Function, then they will ensure the organisers (whether players or management) of the Team Function put in place arrangements to minimise any such risks.

BEHAVIOUR AT FUNCTIONS

4. It is expected that any person subject to this Protocol will maintain reasonable standards of behaviour at Team Functions. For example, this includes:
- a. Maintaining the standards of behaviour expected of professional rugby people including standards in relation to Inclusiveness / Respect, Illicit Drugs and Player Conduct.
 - b. Drinking and behaving responsibly, safely and in accordance with any policies or protocols established by the relevant team or organisation.
 - c. Looking out for others that are drinking and/or attending the function especially young people/players and any guests or members of the public.
 - d. Using social media appropriately.
5. Conduct that is unacceptable for any employee or other person engaged in the professional rugby environment at Team Functions includes:
- a. Possession, supply, trading and/or consumption of illicit drugs, or any similar substances that result in similar loss of function;
 - b. Use of any medication other than for its stated / prescribed purpose;
 - c. Breaching established team security protocols;
 - d. Excessive consumption of alcohol in a way that creates risk to the health and safety of you, others in the team or the general public;
 - e. Engaging any performer or live entertainment (whether male or female, and whether legal, consensual or otherwise), where such activity is inconsistent with the Respect and Inclusion Protocol;
 - f. Unsafe or group sexual practices, whether consensual or otherwise;
 - g. Any other action or behaviour that is likely to bring the reputation of the team, NZR, Super Rugby Club, Province or the game of rugby generally into disrepute;
 - h. Any other action or behaviour that could compromise your personal safety or the safety of others in your team; and
 - i. Any of a-h above either in a public setting or otherwise broadcast or notified through social media channels.

IF YOU BECOME CONCERNED OR A PROBLEM OCCURS

6. If a member of team management or a player becomes aware of any behaviour by anyone that may be in breach of this Protocol, or if a Team Function appears to be getting out of control, that person should immediately notify the senior players, team management or administration personnel at the Team Function.



7. If a person is unsure whether any behaviour or actions may be in breach of this Protocol, the person should in the first instance discuss the problem with senior players/team management or administration personnel at the Team Function to determine whether further action should be undertaken.
8. If at any time the physical health or safety of any person at the Team Function appears to be threatened, emergency services (i.e. Police, Ambulance) should be called to the Team Function.
9. If following the Team Function, a person is concerned about any behaviour by anyone at the Team Function that may be in breach of this Protocol, the person should notify the NZRPA, a member of the team management or their CEO as applicable.

NZR encourages all those engaged in the professional rugby environment who choose to consume alcohol at a Team Function to first review the education available at alcoholandme.org.nz.

