



UGANDA RUGBY UNION

GENERAL SAFEGUARDING CODE OF CONDUCT

PREAMBLE

Uganda Rugby Union firmly believes that every individual has the fundamental right to participate in rugby within a physically, emotionally, and psychologically safe environment. This forms the cornerstone of creating lifelong positive experiences in our beloved sport across Uganda's diverse communities.

This Code of Conduct establishes the standard of behaviour and conduct that serves the best interests of rugby and protects every person under our care. This Code applies to all individuals engaged in any capacity—whether paid, voluntary, or participatory—in activities, events, programmes, or initiatives endorsed, arranged, developed, or represented by Uganda Rugby Union.

CORE VALUES AND PRINCIPLES

As representatives of Uganda Rugby Union, we commit to embodying and promoting the core values of rugby:

INTEGRITY - Acting with honesty, transparency, and moral uprightness in all interactions

PASSION - Demonstrating enthusiasm, commitment, and love for the game

SOLIDARITY - Building unity, teamwork, and mutual support across all communities

DISCIPLINE - Maintaining self-control, focus, and adherence to rules and standards

RESPECT - Honouring the dignity, rights, and worth of every individual

BEHAVIOURAL COMMITMENTS

1. RESPECT AND DIGNITY

I will:

- Respect the rights, dignity, and inherent worth of all individuals regardless of gender, age, ethnic origin, religion, political affiliation, sexual orientation, gender identity, disability, socio-economic status, or tribal background
- Promote and celebrate Uganda's cultural diversity within the rugby community
- Treat all participants, officials, spectators, and stakeholders with courtesy and consideration
- Use inclusive language that welcomes and affirms all members of our rugby family

2. ZERO TOLERANCE FOR ABUSE AND DISCRIMINATION

I will:

- Maintain absolute zero tolerance for any form of abuse, harassment, discrimination, bullying, or intimidation
- Refrain from any behaviour that could be construed as sexual harassment, exploitation, or inappropriate conduct
- Never engage in or tolerate discriminatory practices based on any protected characteristics
- Actively challenge and report any witnessed discriminatory behaviour or language

3. CHILD PROTECTION AND SAFEGUARDING

I will:

- Prioritise the safety, welfare, and best interests of all children (persons under 18 years) at all times
- Maintain appropriate physical and emotional boundaries with minors
- Never engage in unnecessary physical contact with children
- Ensure all interactions with minors are transparent, appropriate, and witnessed by others when possible
- Never be alone with a child in an isolated or private setting without proper supervision protocols
- Refrain from using alcohol, drugs, or any substances that may impair judgement whilst working with children
- Report any concerns about a child's welfare immediately through proper channels

4. VULNERABLE POPULATIONS PROTECTION

I will:

- Exercise special care and attention when working with vulnerable individuals including elderly persons, individuals with disabilities, those from marginalised communities, and adults in dependent relationships
- Ensure equitable access and participation opportunities for all vulnerable groups
- Adapt communication and engagement methods to meet diverse needs and abilities
- Advocate for inclusive practices that empower vulnerable populations
- Recognise that adults can also be vulnerable due to power imbalances, economic dependency, or other circumstances

5. ADULT PROTECTION AND POWER DYNAMICS

I will:

- Recognise that adults can be vulnerable to abuse, exploitation, and discrimination within rugby environments
- Never abuse power dynamics or hierarchical relationships for personal, professional, or sexual advantage
- Ensure fair and transparent processes for team selection, officiating appointments, coaching assignments, and career advancement
- Never demand, request, or accept sexual favours in exchange for opportunities, positions, or favourable treatment
- Protect adult players, officials, coaches, and volunteers from harassment, bullying, or discriminatory treatment
- Create safe spaces for adults to report concerns without fear of retaliation or career consequences
- Respect the autonomy and dignity of all adults whilst recognising potential vulnerabilities in sporting contexts

6. PROFESSIONAL CONDUCT AND BOUNDARIES

I will:

- Maintain professional relationships and avoid any conduct that could be perceived as favouritism or inappropriate fraternisation
- Never abuse my position of authority or trust for personal gain or advantage over any individual, regardless of age
- Ensure transparent and merit-based decision-making in all selections, appointments, and evaluations
- Avoid conflicts of interest and declare any potential conflicts transparently
- Respect confidentiality and handle sensitive information with discretion and care
- Never exchange money, gifts, employment opportunities, goods, or services for sexual favours or inappropriate conduct with any person
- Maintain appropriate boundaries in all relationships, whether with children, young adults, or senior individuals

7. WORKPLACE HARASSMENT AND DISCRIMINATION PREVENTION

I will:

- Foster an inclusive environment free from harassment, bullying, or discrimination for all adults
- Ensure equal opportunities for career advancement, training, and development regardless of personal characteristics

- Address workplace conflicts professionally and through appropriate channels
- Never engage in or tolerate quid pro quo harassment where opportunities are conditional on sexual or personal favours
- Protect whistleblowers and those who report concerns in good faith
- Promote respectful workplace relationships based on professional merit and mutual respect
- Challenge discriminatory language, jokes, or behaviour that creates hostile environments for adults

8. DIGITAL RESPONSIBILITY AND SOCIAL MEDIA

I will:

- Obtain informed written consent before taking, publishing, or sharing any photographs, videos, or recordings of individuals
- Ensure all digital content portrays participants in a dignified, respectful manner
- Protect the privacy and personal information of all individuals, especially children
- Use social media platforms responsibly and professionally when representing Uganda Rugby Union
- Never engage in inappropriate online communication or relationships with participants, especially minors
- Avoid sharing, creating, or distributing content that could be considered harassment, discriminatory, or exploitative of any individual

9. SUBSTANCE USE AND SAFETY

I will:

- Never use or be under the influence of alcohol or illegal substances whilst engaged in rugby activities involving children or during official duties
- Promote healthy lifestyle choices and serve as a positive role model for all participants
- Ensure all environments and activities meet appropriate safety standards for participants of all ages
- Address any safety concerns immediately and take corrective action
- Never use substances as a tool for exploitation or to compromise the judgement of others

10. INTEGRITY IN SPORT

I will:

- Uphold fair play principles and respect the rules of the game at all times
- Respect the decisions of match officials, even when disagreeing
- Promote honest competition and oppose any form of match-fixing, corruption, or unethical practices

- Support anti-doping efforts and clean sport initiatives
- Encourage sporting excellence through legitimate means only
- Ensure transparent and fair processes in team selections, officiating appointments, and awards
- Never compromise sporting integrity for personal relationships or inappropriate exchanges

11. REPORTING OBLIGATIONS

I will:

- Report any suspected abuse, misconduct, policy violations, or safety concerns immediately to the designated Uganda Rugby Union Safeguarding Officer
- Cooperate fully with any investigations whilst maintaining confidentiality
- Support individuals who make reports in good faith without retaliation, regardless of their age or position
- Understand that failure to report known violations constitutes a breach of this Code
- Protect the confidentiality of all parties involved in reporting processes
- Ensure that adults who report concerns are protected from professional or personal retaliation

12. CONTINUOUS IMPROVEMENT AND LEARNING

I will:

- Participate in required safeguarding training and professional development opportunities
- Stay informed about Uganda Rugby Union policies, procedures, and best practices
- Seek guidance when uncertain about appropriate conduct or decision-making
- Contribute to creating a culture of continuous learning and improvement

PROHIBITED BEHAVIOURS

The following behaviours are strictly prohibited and will result in disciplinary action:

Physical Misconduct:

- Any form of physical violence, assault, or inappropriate physical contact
- Corporal punishment or physical intimidation
- Creating unsafe physical environments or conditions

Sexual Misconduct:

- Sexual abuse, harassment, or exploitation of any form against any person regardless of age

- Inappropriate sexual conduct or communication with any individual
- Demanding, requesting, or accepting sexual favours in exchange for opportunities, selections, appointments, or favourable treatment
- Sharing or possessing sexual exploitation material
- Grooming behaviours or inappropriate relationship development with any individual
- Creating sexually hostile environments through language, imagery, or behaviour

Adult-Specific Misconduct:

- Quid pro quo harassment where career advancement, team selection, or officiating opportunities are conditional on sexual or personal favours
- Abuse of power dynamics in coach-player, senior official-junior official, or administrator-participant relationships
- Workplace harassment that creates hostile environments for adult participants
- Discriminatory treatment in selection processes, appointment procedures, or career development opportunities
- Retaliation against adults who refuse inappropriate advances or report misconduct
- Economic exploitation or manipulation of adults through promises of rugby-related opportunities

Emotional and Psychological Misconduct:

- Verbal abuse, threats, or intimidation
- Humiliation, degradation, or public embarrassment
- Psychological manipulation or coercion
- Creating hostile or threatening environments

Discrimination and Harassment:

- Discriminatory treatment based on protected characteristics
- Hate speech or offensive language
- Exclusionary practices or unfair treatment
- Retaliatory actions against those who report concerns

Professional Misconduct:

- Breach of confidentiality or privacy
- Misuse of authority or position for personal, sexual, or financial advantage
- Corruption, fraud, or financial misconduct
- Bringing disrepute to Uganda Rugby Union
- Nepotism or favouritism in selections, appointments, or opportunities
- Failure to maintain professional boundaries in all relationships

- Abuse of hierarchical relationships for inappropriate purposes

Power-Based Misconduct:

- Exploiting power imbalances for personal, professional, or sexual gain
 - Creating dependency relationships that can be exploited
 - Using position or influence to coerce participation in inappropriate activities
 - Manipulating access to opportunities based on personal relationships rather than merit
 - Threatening career consequences for refusing inappropriate requests or advances
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REPORTING PROCEDURES

If you witness, experience, or become aware of any violation of this Code:

1. **Immediate Safety:** If someone is in immediate danger, contact emergency services (Police: 999)
 2. **Internal Reporting:** Report concerns to:
 - Uganda Rugby Union Safeguarding Officer
 - General Secretary/CEO
 - Chairman/President
 - Email: report@safeguardrugby.org
 - Phone: [Emergency Hotline Number]
 3. **External Reporting:** For serious incidents, contact:
 - Uganda Police Child and Family Protection Unit (for child-related concerns)
 - Uganda Police Gender-Based Violence Unit (for adult harassment/abuse)
 - Equal Opportunities Commission Uganda (for discrimination cases)
 - Ministry of Gender, Labour and Social Development
 - Local Government Child Protection Services
 - Uganda Human Rights Commission (for serious rights violations)
 4. **Timeline:** All reports must be made within 24 hours of becoming aware of the concern
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CONSEQUENCES AND ENFORCEMENT

Violations of this Code may result in:

- Counselling and re-training
- Formal warnings and probationary periods
- Suspension from activities or positions

- Termination of employment or volunteer roles
- Referral to law enforcement authorities
- Permanent ban from Uganda Rugby Union activities

The severity of consequences will be determined based on the nature, frequency, and impact of the violation, following due process and natural justice principles.

COMMITMENT DECLARATION

I, _____ [Full Name]

Representing: _____
[Club/Region/Organisation]

Position/Role: _____

Acknowledge that I have read, understood, and agree to abide by this Uganda Rugby Union General Safeguarding Code of Conduct in its entirety. I understand that adherence to this Code is a condition of my participation in Uganda Rugby Union activities and that violations may result in disciplinary action.

I commit to upholding the highest standards of conduct and contributing to a safe, inclusive, and positive rugby environment for all.

Signature: _____

Date: _____

Witness Signature: _____

Witness Name: _____

POLICY INFORMATION

Document Version: 2.0

Effective Date: [April 2024]

Review Date: [December 2025]

Approved By: Uganda Rugby Union Executive Committee

Contact: safeguard@safeguardrugby.org

This Code of Conduct is aligned with World Rugby Safeguarding Standards, Uganda's legal framework, and international best practices for sport safeguarding.

Uganda Rugby Union - Safeguarding Our Rugby Family