

## **TEMPLATE 2 – 100% Me Anti-Doping Policy**



### **Rugby League 100% ME Anti-Doping Policy**

Leeds Rugby League Match Officials Society acknowledges its responsibility to promote drug free Rugby League.

- 1 The key principles of the RFL 100% ME Anti-Doping Policy are to:
  - Uphold and preserve the ethics of Rugby League
  - Safeguard the mental and physical health of players.
  - Ensure that all players have the opportunity to compete equally.
- 2 We acknowledge that so called performance enhancing substances and social substances carry health risks, and we will endeavour to inform our members of the associated risks.
- 3 We acknowledge that all Rugby League players have to abide by the Operational Rules, and as such may be tested by UK Sport. We also acknowledge that doping is an offence and may be punishable by a suspension of up to 2 years for a first offence.
- 4 The Society will ensure all of our members are aware of this policy and the endorsement that the society has given.
- 5 The Society supports the RFL's Anti-Doping Whistle Blowing Policy. This society will report any allegations of anti-doping to the RFL.
- 6 Further advice on Anti-Doping matters can be obtained from:

UK Sport – [www.uk sport.gov.uk](http://www.uk sport.gov.uk)

100% ME – [www.100percentme.co.uk](http://www.100percentme.co.uk)

Talk to Frank – 0800 77 66 00 – [www.talktofrank.com](http://www.talktofrank.com)

The RFL Anti-Doping Team can be contacted on 0844 477 7113 Option 6 or by emailing to [anti.doping@rfl.uk.com](mailto:anti.doping@rfl.uk.com) or writing to the Anti-Doping team at the RFL, Red Hall, Red Hall Lane, Leeds, LS17 8NB. General advice is available at [www.rfl.uk.com](http://www.rfl.uk.com)

**Signed on behalf of the Society by President**           N C Taylor          

**Name**   Nigel Taylor  

**Date**   10/7/2009

## TEMPLATE 3 – Society Anti Bullying Policy



### **Society Anti Bullying Policy**

Leeds Rugby League Match Officials Society acknowledges its responsibility in line with the RFL's Anti Bullying policy.

- This society is committed to providing a caring, friendly and safe environment for all of our members so they can participate in Rugby League in a relaxed and secure atmosphere.
- Bullying of any kind is unacceptable at our society.
- If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively.
- We are a **TELLING** society.
- This means that anyone who knows that bullying is happening is expected to tell the Society Welfare Officer or any committee member.

Signed on behalf of the Society by President   N C Taylor  

Name   Nigel Taylor  

Date   10/7/2009

## **TEMPLATE 4 – Equal Opportunities Policy / Sign Up Form**



### **Society Equal Opportunities Policy**

Leeds Rugby League Match Officials Society affirms its commitment to the equal treatment of all and will not tolerate discrimination on the grounds of age, ethnic origin, gender, gender reassignment, disability including, physical impairment, learning needs, mental health status or sensory impairment, class or social background, religion/belief, sexual orientation, marital or family status, pregnancy, colour or political persuasion or trade union membership or by any other condition or requirement which cannot be shown to be justifiable

1. The key principles of the RFL Equal Opportunities Policy are:
  - A commitment to the principles of equal opportunities and to ensuring that the culture, philosophy and processes within the society and the Game are free from bias and discrimination
  - To recognise the expertise, abilities and needs of every individual and by acknowledging the right to dignity and respect of every human being.
2. The RFL will provide information and updates in relation to any changes in legislation or policy changes by the governing body that could impact on the policies and practices of the society. This society agrees to implement such policies
3. This Society will ensure all match officials, administrators and members are aware of this policy and the endorsement that the society has given.
4. This Society supports the RFL's Equal Opportunities policy. This society will take appropriate actions following reports of discrimination, harassment or abusive language throughout the game.
5. Further advice on Equality and Diversity can be obtained from:
  - CEHR [www.equalityhumanrights.com](http://www.equalityhumanrights.com)
  - Equality Standard Bulletins [www.brassingtonweb2.co.uk](http://www.brassingtonweb2.co.uk)

The RFL Equality and Diversity Manager can be contacted on 0844 477 7113 Option 6 or by emailing to [sarah.williams@rfl.uk.com](mailto:sarah.williams@rfl.uk.com) or writing to the Equality and Diversity Manager the RFL, Red Hall, Red Hall Lane, Leeds, LS17 8NB. General advice is available at [www.rfl.uk.com](http://www.rfl.uk.com)

**Signed on behalf of the Society by President**     N C Taylor    

**Name**     N Taylor    

**Date**     10/7/2009

## TEMPLATE 5 – Tackle It Sign Up Form



### **Society Tackle It! Policy**

Leeds Rugby League Match Officials Society acknowledges its responsibility in line with the principles of Tackle It!

#### **Zero Tackle – Zero Tolerance**

- The Society has a policy of ZERO TOLERANCE of racism in any form

#### **First Tackle - Policies**

- The Society has made **a commitment to ensuring that players, spectators, staff and volunteers can enjoy an environment free of discrimination and racism and has** the written policies, regulations and conditions in place to support this commitment.

#### **Second Tackle – Communication**

- The Society has nominated a senior member to take a lead on its policies on racial equality and has published its policies, ground regulations and other documents which support the Society's commitment.

This person is     Nigel Taylor    

- The Society also commits to using all available means to communicate its anti racism stance including notice boards, assemblies and newsletters.

#### **Third Tackle – Prevention**

- The Society undertakes to Prevent spectators who take part in racist chanting, abuse or harassment from attending matches at their grounds and will ensure that any spectator who takes part in racist chanting, abuse or harassment is ejected from the ground - where an individual cannot be identified warnings should be issued with the ultimate sanction that the game be abandoned.
- The Society also commits to take specific action in line with the Society's policy against players, staff or spectators who engage in racist chanting or abuse or harassment

#### **Fourth Tackle – Education & Procedures**

- The Society will adopt the RFL Equity Statement and ensure that Equality and Diversity training is delivered to all relevant members.

#### **Fifth Tackle – Partnership & Diversity**

- The Society will undertake to co-operate to their best endeavours with BME (Black and Minority Ethnic) community leaders, groups, agencies, and media outlets as they seek to promote awareness of ethnicity and associated inclusion issues and to combat racism and to ensure that development strategies reflect the need to encourage involvement in Rugby League across all communities including black and minority ethnic communities

#### **Sixth Tackle – The Outcome**

- The Society is committed to ensuring Rugby League is a truly inclusive, uncompromising, family game.

Signed on behalf of the Society by President     N C Taylor    

Name     Nigel Taylor    

Date     10/7/2009

**TEMPLATE 6 – Respect Campaign Sign Up Form**



**Society RESPECT Policy**

Leeds Rugby League Match Officials Society acknowledges its responsibility in line with the principles of RESPECT.

All participants in the game of Rugby League including players, parents, spectators, coaches, match officials, volunteers and teachers should:

- Discourage all instances of unsporting behaviour, foul or illegal play, or acts of violence, both on and off the field.
- Respect the rights, dignity and worth of every person regardless of their age, ethnic origin, gender, special needs, including learning and physical disabilities, class or social background, religion, sexual orientation, marital status, pregnancy, colour or political persuasion.
- Condemn the use of recreational and performance- enhancing drugs and doping practices; their use endangers the health of players and is contrary to the concept of fair play.
- Breaches of this Code of Conduct may result in penalties such as loss of team match points and suspension.

Signed on behalf of the Society by President     N C Taylor    

Name     Nigel Taylor    

Date     10/7/2009