



Palm Beach Currumbin Rugby Union Club

Gold Coast District Rugby Union

CLUB-WIDE CONDUCT NOTICE

Code of Conduct, Member Protection & Social Media

To: All Players • Coaches • Managers • Parents • Supporters • Volunteers

A Message from the Club President

To every member of our Alleygators family — players, coaches, managers, parents, supporters and volunteers — this notice is for you.

We are a Club that is proud of what we build on and off the field. The values of rugby — Passion, Integrity, Discipline, Respect and Teamwork — are not just words. They are the standard we hold ourselves to, in the game, around the Club, and in our community.

Recent events have prompted the Committee to issue this notice to every registered member and connected person. The Code of Conduct applies to everyone in our Club family. Not just players. Not just on match day. Everyone, everywhere, at all times.

Daniel Stephenson

Chairperson — PBC Alleygators

1. WHO THIS APPLIES TO

The Rugby Australia Code of Conduct and Member Protection Policy apply to every person connected with this Club:

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| <ul style="list-style-type: none">• Senior players — men's & women's teams• Junior and age-grade players• Coaches and assistant coaches• Team managers and administrators | <ul style="list-style-type: none">• Parents and guardians of junior players• Supporters and spectators at Club events• Volunteers and committee members• Anyone representing the Club in any capacity |
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Important: ignorance of the Code is not a defence. All Relevant Persons are responsible for familiarising themselves with and complying with the Code.

2. WHERE AND WHEN THE CODE APPLIES

The Code applies in all of the following contexts:

●	On the field: During matches, training, trials and any rugby activity — including foul play and abuse of referees.
●	At the Club venue: The bar, grounds, car park and all Club facilities — before, during and after any game or training session.
●	At away venues: Any venue where a Club team is playing, training or travelling as a Club group.
●	At Club social events: Club functions, presentation nights, fundraisers and Club-connected events.
●	Online & social media: Posts, comments, messages and shares on any platform connected to the Club or its participants.
●	In public life: Serious criminal conduct that brings the Club or the game into disrepute.

3. BEHAVIOUR EXPECTATIONS



Players — Men's, Women's & Junior

- Play hard, play fair — foul play is never acceptable
- Respect all referees and match officials at all times
- No abusive, threatening, discriminatory or vilifying language on or off the field
- Do not attend Club activities while under the influence of alcohol or any illegal substance
- Behave at the Club bar and away venues as you would in any public professional setting
- Respect Club property and the property of opposing clubs



Coaches, Managers & Officials

- Model the standards you ask of your players — you are the most visible representatives of our values
- Maintain appropriate boundaries with players, particularly juniors, at all times
- Never abuse, demean or intimidate a player, opponent or match official
- Ensure all interactions with children comply with the Child and Young Person Safeguarding Policy
- Report any conduct concern to the Club Committee promptly — you have a formal obligation to do so



Parents, Guardians & Supporters

- Sideline abuse toward players, coaches, referees or other supporters is a Code breach and will not be tolerated
- Cheer for the AlleyGators — do not berate the opposition or referees
- You are a guest at any away venue. Behave accordingly.
- Do not post images or video online that embarrasses players, officials or the Club — particularly images of minors without consent
- Under the Three Strike Policy, poor supporter behaviour can result in competition point deductions against the Club team. Your behaviour affects our results.

4. SOCIAL MEDIA — THE RULES ARE CLEAR

The Rugby Australia Social Media Policy applies to all members. The Club takes online conduct as seriously as conduct on the field.

✗ NOT PERMITTED ✗ Abusive or harassing comments directed at anyone in rugby ✗ Discriminatory, racist, sexist or vilifying content ✗ Posts that bring the Club into disrepute ✗ Sharing private info about other members without consent ✗ Images of minors without parental consent ✗ Attacking referees or GCDRU decisions publicly	✓ ENCOURAGED ✓ Celebrating great play and team achievements ✓ Positive promotion of the AlleyGators ✓ Supporting teammates publicly ✓ Sharing Club news and events ✓ Using Social Protect to defend your accounts ✓ Respectful rugby commentary and engagement
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Social Protect — Free for All AlleyGators Members

Rugby Australia has partnered with Social Protect, a free AI app that removes abusive comments from your social media in real time — Instagram, Facebook, TikTok, YouTube, Discord.

Download the app → Register with your Rugby Association invitation code → Link your accounts → Stay protected.

More info: australia.rugby/about/codes-and-policies/safety-and-welfare/social-protect

Remember: posting on your personal account does not exempt you from the Code. If your post references Club members, officials, or is made as a Club member, it falls within scope.

5. PROTECTING CHILDREN — EVERYONE'S RESPONSIBILITY

The Rugby Australia Child and Young Person Safeguarding Policy applies to every adult who interacts with junior players at the AlleyGators.

Every adult working with juniors must:

- Hold a current Blue Card (Working with Children Check) registered with the Club
- Never be alone with a child in an unsupervised environment
- Never photograph or film junior players without explicit parental consent
- Report any safeguarding concern to the Club's Child Safety Officer or Committee immediately
- Never share images of minors on social media without express parental consent

6. THE THREE STRIKE POLICY

Rugby Australia's Three Strike Policy means poor behaviour by players, coaches or supporters can result in penalties against the **Club team** — not just the individual.

STRIKE 1 Official warning + possible competition point deduction for the team	STRIKE 2 Escalated penalties — additional point deductions or match forfeit possible	STRIKE 3 Severe penalties up to and including competition exclusion for the team
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Poor sideline behaviour from parents or supporters can directly cost our teams competition points.

7. CONSEQUENCES OF BREACHING THE CODE

Depending on seriousness, consequences can include:

- Formal written reprimand on permanent record
- Fine or financial restitution for damage caused
- Suspension from playing, coaching or volunteering — recognised across ALL GCDRU clubs
- Exclusion from Club premises and events
- De-registration from rugby, including potential permanent ban
- Referral to police or other authorities for serious criminal conduct

8. HOW TO REPORT A CONCERN

If you see or experience conduct that concerns you, please speak up. The Club cannot act on what it does not know about.

To report a concern:

- 📞 Club Chairperson: Daniel Stephenson — 0431 113 101 — daniel@maybree.com.au
- 📞 Club Secretary: Michael Joseph — 0419 982 205 — michael.j@alleygators.com.au
- 📞 Child Safety Officer (child-related concerns): Stacey Smith — 0450 609 930 — rugby@alleygators.com.au

All reports will be treated with confidentiality and handled per the Rugby Australia Code of Conduct process.

9. RUGBY AUSTRALIA RESOURCES

The following official Rugby Australia policies are attached or available at the links below:

Document	Relevant To
Code of Conduct	All registered players, coaches, officials, volunteers
Sanction Guidelines	All registered members
Member Protection Policy	All members — especially coaches & managers
Child & Young Person Safeguarding Policy	All adults working with junior players
Social Media Policy	All members, parents & supporters
Alcohol Code of Conduct	All members attending Club events
Three Strike Policy	Players, coaches, supporters, parents
Illicit Drugs Policy	All registered players
Match Official Abuse Directive	Players, coaches, supporters, parents

The Bottom Line

We are one Club. On the field and off it, at the bar and on your phone, as a player or a parent on the sideline — the standard is the same. Respect each other. Respect the game. Represent the AlleyGators with the pride this Club deserves.

If you are ever unsure whether something is okay — **ask yourself if you'd be comfortable with the Committee seeing it.** If the answer is no, don't do it.

Questions or concerns: contact [Club President/Secretary] on [contact details].

Yours in rugby,

Daniel Stephenson

Rugby Chairperson

On behalf of the Rugby Committee

Palm Beach Currumbin Rugby Union Club (PBC Alleygators)