

ສາທາລະນະລັດ ປະຊາທິປະໄຕ ປະຊາຊົນລາວ
ສັນຕິພາບ ເອກະລາດ ປະຊາທິປະໄຕ ເອກະພາບ ວັດທະນາຖາວອນ



Lao Rugby Federation

Staff and Volunteer Code of Conduct

The Lao Rugby Federation (LRF) was formed in 2004 and is recognised by the National Sports Committee. In addition, the LRF is a full member of the Asian Rugby Football Union (ARFU) and an affiliate member of the International Rugby Board (IRB). The LRF seeks to maintain the highest standards of work and this Code of Conduct should be followed at all times by LRF staff and volunteers.

Discrimination

LRF staff and volunteers must not discriminate in any way. Common forms of discrimination include making employment or work decisions based on family status, race, gender, religion, colour, national or ethnic origin, language, marital status, birth, sexual orientation, age or disability.

Conflict of Interest

The LRF wants to maintain transparency in all decision making and no staff member should be involved in awarding benefits or employment to any person with whom they have financial, family or personal interests. Staff and volunteers are forbidden from accepting, soliciting, requesting or implying expectations of payment, gifts or sexual favours in exchange for awarding benefits or employment.

Misuse of Drugs and Alcohol

It is a disciplinary offence for staff and volunteers to be at work whilst under the influence of alcohol or drugs not medically prescribed. Being in possession of, or using, distributing or selling illegal substances is not permitted by the LRF. The conviction of an employee on drugs related charges will result in disciplinary action.

Personal Gifts

All staff and volunteers must be honest and not abuse their position for personal gain. Staff and volunteers must not accept gifts, payment or sexual favours through work links. Any abuses will result in dismissal.

Staff should conduct themselves at all times in a manner that avoids suspicion of such behaviour.

Sexual Relationships with Children

Sexual activity between an LRF staff member or volunteer and a child (a person under the age of 18) is considered a criminal act and the LRF will take action to report such activities to the relevant authorities. Mistaken belief in the age of a child is no defence.

Harassment and Exploitation

All employees, volunteers and activity participants have the right to be treated with dignity and respect. Any proven instances of harassment, exploitation or abuse will be treated as misconduct and will result in disciplinary action.

Duty to Report

It is the duty of all staff who become aware of any breaches of this Code of Conduct to report this immediately.

ANY BREACH OF THIS CODE OF CONDUCT WILL BE TREATED WITH
DISCIPLINARY ACTION, UP TO AND INCLUDING DISMISSAL

By signing here I acknowledge that I have read and understood the Code of Conduct and agree to abide by it.

Signed _____

Name _____

Date _____