



PART 4

RULES, REGULATIONS AND BY-LAWS OF QUEENSLAND RUGBY FOOTBALL
LEAGUE LIMITED RELATING TO THE ESTABLISHMENT AND ADMINISTRATION
OF

PLAYERS AND COACHES

QUEENSLAND RUGBY FOOTBALL LEAGUE LIMITED

ACN 009 878 013

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Without limiting the application of the NRL Code of Conduct, all Persons interested, involved or concerned in Rugby League within a Region (including spectators and the public generally) shall be subject to the jurisdiction of the relevant Region in which their interest, involvement or concern is to be found.

4.1 PLAYERS

4.1.1 CLASSIFICATION OF PLAYERS

In each Football Year, players will be classified as Junior players or Senior players.

4.1.2 COMPETITIONS

Competitions will be classified in each Region in accordance with the decision of the Board of Delegates from time to time as Junior grade and Senior grade.

- a) Unless otherwise determined a Junior grade covers under six (6) years to under eighteen (18) years competitions inclusive.
- b) A Senior grade covers under nineteen (19) years and above competitions.

4.1.3 AGE ELIGIBILITY

A Junior player who will attain the age of five (5) prior to July 1, in the current year of competition, that player may with the written consent of the relevant Regional Manager, Coach and his or her Parent or Primary Care Provider, register in any under six (6) age group competition.

A Junior Player is a player who has not attained the age of eighteen (18) years and is not otherwise entitled to register under these Rules as a Senior Player.

Any entitlement for a player who has attained the age of 17 years to register as a Senior Player is subject to the following consents, unless they qualify for exemption via rule 4.1.3 (c). Exemption must be obtained at the time of registration and prior to participating in a Senior Competition:

A Junior player is only permitted to register in QRL sanctioned competitions (including Senior Competitions and trial matches) as a Senior Player once the following have been obtained;

- a) Confirmation by the Club that the Junior Player has fulfilled all commitments to their Junior Grade competitions,
- b) Written consent to the registration by the Coach, Regional Manager and Parents or Primary Car Provider.
- c) Where a Junior player has attained the age of seventeen (17) years (prior to one (1) July, that player may with the consent of the Club and his or her Parent or Primary Care Provider, register and play in any Senior grade competition in that year notwithstanding there is no under eighteen (18) competition in that league.



- d) Notwithstanding the foregoing, where a Junior player will attain the age of five (5) prior to July 1, in the current year of competition, that player may with the written consent of the relevant Regional Manager, Coach and his or her Parent or Primary Care Provider, register in any under six (6) age group competition

A Senior player is a player who is eligible to complete the standard Senior registration requirements and play in any Senior grade competition.

For the purpose of determining the eligibility of players to play in Junior and Senior grades in a Football Year, the age of the player as at first (1) of January of any given year, shall be the determining factor.

A player that is turning fourteen (14) during any calendar year where there is a fifteen (15) group is eligible to play in any under fourteen (14) or under fifteen (15) Junior competitions but not sixteen (16) age group.

A player that is turning fourteen (14) during any calendar year where there is no under fifteen (15) age group is eligible to play in any under fourteen (14) age group competition.

A player that **has turned fourteen** (14) in the calendar year where there is no under fifteen (15) age group is eligible to play in any under sixteen (16) age group competition.

A player turning sixteen (16) during any calendar year is eligible to play in any under sixteen (16) or eighteen (18) Junior competitions providing there is no seventeen (17) age group.

For eligibility outside these guidelines approval can be sought from the Region Manager.

Where a Junior player plays Junior grade and Senior grade in a Football Year the player must fulfil the appropriate Junior and/or Senior grades finals qualifying Rules of the Region and/or the Local League to play in the finals.

4.1.4 REGISTRATION

Subject to the following provisions of this Part 4, a Club shall be able to deal with registration of players (both Junior and Senior players) by way of Online Registration or by any other form that is approved by the QRL.

4.1.4.1 FINALS QUALIFICATION

A player that is primary registered to a Major Competitions Club is eligible to participate in finals series matches of a local competition, provided they have participated in at least 1 game previously in the current season and contingent on the Major Competition team for which they have played most matches in the relevant season still being active in the competition. Once the team becomes inactive in the Major Competition the player must have played the required number of games prescribed in the local league by-laws to participate in finals matches. Once a player has played a finals match he/she is deemed eligible for that finals series.



4.1.5 JUNIOR REGISTRATION

Junior player who is eligible or exempt and desires to play in a Senior grade will, prior to his or her participation, complete and sign a Senior Player Registration which must contain the signed consent of the player's Parent or Sole Primary Care Provider.

Any player who has not attained the age of eighteen (18) years shall complete the necessary registration process approved by the QRL and applied by the relevant Administration Unit.

When a Junior player:

- a) initially registers to play with a Club; or
- b) transfers from one Club to another Club; or
- c) has not registered with a Club for an entire season or was not registered with a QRL Registered Club for the preceding season; or
- d) changes his or her name;
- e) changes his or her Primary Care Provider

he or she must complete the registration process approved by the QRL including his or her Parent or Primary Care Provider's consent to play in Junior grade matches and/or Senior grade matches if applicable and produce evidence of date of birth.

A junior player's Parent or Primary Care Provider who consented to the most recent registration or who can provide evidence that he or she is the player's Primary Care Provider or Parent may terminate the registration of the player. Where a dispute has arisen between Parents or Primary Care Providers relating to the Players registration, then the relevant Region Manager may cause the registration application to be terminated. Alternatively, the Region Manager may require both Primary Care Providers or Parents to consent to a modified form of registration.

Where an eligible Junior player desires to play in a Junior grade from under seventeen (17) years and above for a team which is controlled by a Senior Rugby League Football Club, the Junior player must register to play via a process approved by the QRL.

Where an eligible Junior player desires to play in a Senior grade, the Junior player shall be required to register to play via a process approved by the QRL.

The Region Manager shall not accept a registration for a Football Year after thirty (30) June of that Football Year unless he or she considers in his or her discretion that the player's circumstances fall within the definition of Special Circumstances (as defined in these Rules) and such further special circumstances that the QRL Board may determine from time to time and are circulated in writing to all Region Managers.

4.1.6 TRANSFER OF JUNIOR REGISTRATION

In any Football Year, a Club participating in a QRL Competition shall not register more than five (5) Junior players in any one Junior age group or Senior grade who in the preceding Football Year were



registered to play rugby league with another QRL affiliated Club. Of these five (5) Junior players, no more than two (2) shall be from any one (1) Junior Rugby League Football Club.

Any player who participates in any underage competition in NSW shall be deemed ineligible to be selected in any Qld regional or state based side for the current season. They can return to local competitions but is ineligible for final series. Exemptions at the discretion of the relevant Regions based on Special Circumstances.

Junior Representative players shall not be eligible to apply for transfer of registration in the Football season following the participation as a Junior Representative Player.

A Junior Representative Player as defined in these rules is a player who has played at a Local League representative level or higher. This is not inclusive of school sport participation

A Club may seek a written exemption from this Rule 4.1.6 from the relevant Region where it considers that there are Special Circumstances (as defined in these Rules). The relevant Region Manager may grant such an exemption where he or she considers in his or her absolute discretion that there are circumstances that fall within the definition of Special Circumstances.

4.1.7 SENIOR PLAYER REGISTRATION

All Senior players shall complete the registration process as approved by the QRL and administered by the relevant Administration Unit for each Football Year in which the player desires to play. QRL existing Player Agreements made before the adoption of these Part 4 Rules shall not be affected by these Rules.

A Region Manager shall not accept a player's registration for a Football Year **after thirty (30) June** of that Football Year unless in his or her absolute discretion, the player's circumstances fall within the definition of Special Circumstances.

4.1.8 SENIOR PLAYER AGREEMENT

All other terms and conditions negotiated between a Club or Local League and a Senior player covering any form of payment or some other inducement must be reduced to writing and included as an annexure to the completed and signed:

- a) State-Wide Competitions Player Agreement; or
- b) Local League Player Agreement before it will be recognised by the QRL.

All players receiving any form of payment or some other inducement that are in breach of their player agreement must be noted on the national database as a defaulter prior to October 31.

All teams, Clubs, Local Leagues or Regions that are party to a Player Agreement must adhere to and comply with the provisions of these Rules.

By entering into a Player Agreement, the player acknowledges and agrees to adhere to and comply with provisions of these Rules.



If there is a discrepancy between the player and the club who are party to any Player Agreement, such dispute must be referred to the Region Manager in accordance with the provisions defined by Clause 4.1.12 of these Rules.

The QRL and its Administration Units accept no responsibility for the improper implementation or supervision of these Rules (other than in the case of fraud or gross negligence).

4.1.9 CONDITIONS

A player is entitled to enter into a Player Agreement with any Club, Local League or Region for a minimum period of one (1) Football Year, providing the player does not have an existing Player Agreement or existing player registration or has failed to fulfil any financial obligations to any Club, Local League or Region.

4.1.10 RENEWAL OF SENIOR PLAYER AGREEMENTS

The Player Agreement may contain an option or options for the renewal of the Player Agreement by the Club or Local League, if it has been agreed upon with the player, provided that:-

- a) the conditions of the option/s are laid down clearly; and
- b) the original term of any Player Agreement will be for a minimum period of one (1) Football Year.

4.1.11 INTERPRETATION OF PLAYER AGREEMENT

All Player Agreements will be considered binding for the period unless this agreement is breached by either the Club or the player.

All differences between a Club (other than a Club involved in the State-Wide Competition) or Local League and the player with regard to any condition of any Player Agreement will be interpreted by the Region Manager. The Region Manager will request the applicable signed copies of the Player Agreement and determine any interpretation on this basis, with advice accordingly of his or her decision to both parties. This decision by a Region Manager in turn will be subject to a right of appeal to the QRL if the QRL agrees, at its absolute discretion, to entertain such an appeal.

4.1.12 PLAYER PAYMENT PROVISIONS

- a) All monies payable to or on behalf of a player for a Football Year in which he or she participates under a Player Agreement, must be paid by thirty-one (31) December following that Football Year unless a later date is agreed to, in writing, by all parties in that Agreement.
- b) The total of all monies payable under a) of this Rule must be included in the audited Profit and Loss Statement of the Club or the Local League for that Financial Year operation.
- c) If there is a dispute between the Player and the Club or the Local League as to monies payable, the Player must be paid all monies other than those in dispute which shall be treated as outlined in a) & b) of this Rule.
- d) Where a player has not been paid all monies owing by a Club or a Local League as outlined in this Rule 4.1.12 and that player has an Agreement with the Club or the Local League for the following Football Year, this Agreement may be terminated by the player notifying the Club



or the Local League in writing of his or her decision to terminate the Agreement by fifteenth (15) January of the following Football Year.

- e) In the event of termination by the player in the manner set out above, the player will be at liberty to recover money owing under the Agreement and/or seek damages for breach of contract through the appropriate legal process.
- f) If a Club or a Local League is in default under this Rule, the QRL, the Region or the Local League may refuse to accept an affiliation agreement from the Club or the Local League and/or may preclude the Club or the Local League from participating in a competition under the control of the QRL, the Region or the Local League.

4.1.13 REFUSAL OF REGISTRATIONS

- a) Any player lodging his/her Junior or Senior Player registration online or who has completed and signed a Player Agreement with a Team, Club or Local League whilst he/she has a current Player registration or a Player Agreement with any other Team, Club or Local League will be in breach of these rules and the latter Player registration or the latter Player Agreement will be null and void. If there is any dispute as to the time of registration/execution of the foregoing details, the Region Manager shall make an appropriate ruling as to which is the latter and such decision will be final and binding.
- b) An exemption to this Rule may be approved by the relevant Region where the Manager (or Competitions Manager in the case of the State-Wide Competitions) considers in his or her absolute discretion that the player's circumstances comply with the QRL's policy on dual registration as circulated in writing from time to time.
- c) A Junior player who is eligible or exempt and desires to play in a Senior grade will, prior to his or her participation, complete and sign a Senior Player Registration which must contain the signed consent of the player's Parent or Sole Primary Care Provider.
- d) If a player is under eighteen (18) years of age at the date of signing the Player Agreement the Player's Parent or Sole Primary Care Provider shall also sign the Player Agreement.

4.1.14 SPECIAL CIRCUMSTANCES

The QRL together with the Regions and Local Leagues specifically reserve the right to a) refuse to register any Player b) cancel any existing registration (whether Junior or Senior) where any one or more of the following circumstances apply:-

- a) the player has failed to complete all compulsory fields in the Player Registration procedure;
- b) the player has been suspended from playing in a competition under the administration of the QRL for a period of not less than twelve (12) months;
- c) the player is currently serving a suspension or has been refused registration from within rugby league or a recognised governing body of any other sport;
- d) the player has been suspended from playing in a competition for a period of more than eight (8) weeks on more than two (2) occasions in any three (3) consecutive Football Years;



- e) the player's Parent, Primary Care Provider or other family members are sanctioned for breaching the NRL Code of Conduct;
- f) the player has struck a Referee or any other Official either on or off the field of play;
- g) the player has been convicted of and Anti-Doping Rule Violation under the NRL anti-doping rules; or
- h) the player has been convicted of a criminal offence punishable at law to a period of imprisonment of more than twelve (12) months.
- i) any player that has been charged with a criminal offence can be refused registration until the outcome of his/her charges has been finalised in accordance with the NRL Rule 22A *No -Fault Stand Down*
- j) the player has committed a material breach of the QRL Rules and / or QRL Code of Conduct

Any decision to refuse to register a player pursuant to the provisions of this Rule shall be reviewable as a disciplinary matter under Part 5 of these Rules.

4.1.15 MEDICAL CLEARANCE (Aged Players)

A Person who is reaching the age of forty (40) years or is at the age of 40 in that Football Year and desires to participate in a Game under these Rules must provide to the relevant Registration Unit a certificate or report prior to participating in any Game, training session or carnival.

The certificate or report must be issued by a Medical Practitioner registered in Queensland stating

- a) that the Person is medically fit to participate in Rugby League; and
- b) such other qualifications, terms and conditions as may be required by the QRL's insurance provider as part of the registration process

4.1.16 REPRESENTATIVE RUGBY LEAGUE

- a) If a player is called up or selected to play with any Australian, Queensland, Region, Local League, Representative or Trial football team, the player's services will be lent temporarily by the Club to the NRL, QRL or the Administration Unit.
- b) If the player's name is included in the official list of representative players selected to train or play, this will be sufficient notice to the player, team, Club or Local League concerned that the player's services are needed.
- c) If any player, after being selected or called up to train or play with any Australian, Queensland, Region, Local League, Representative or Trial Football team, refuses without just cause acceptable to the QRL or the Administration Unit as defined by these Rules, he or she will be suspended immediately for two (2) competition matches for his or her Club and he or she may be further suspended, fined, disqualified or dealt with by the QRL or the Administration Unit.

4.2 COACHES

4.2.1 QUALIFICATIONS AND REGISTRATION

A person appointed by a Club to any coaching position with a team/s in that club must at the time of appointment hold a current minimum NRL Coach Accreditation Certificate for that applicable age /grade.

Where, at the time of appointment, the person appointed does not hold an Accreditation Certificate then they must, prior to being permitted by the club to actively supervise any coaching sessions:

- a) Completion of the appropriate accreditation by way of On-line Registration with the NRL for the relevant coaching course,
- b) register and pay for the relevant NRL coaching course;
- c) successfully complete the On-line modules sent to the person that are applicable to the age/grade to which he or she is being appointed; and
- d) attend and successfully participate in a face to face component of the relevant NRL coaching course.

(No team is to participate in trial games, competition fixtures or training without an accredited coach identified on the National Database.)

An NRL Coach Accreditation Certificate must be lodged with the club to confirm completion of the on-line modules noting that an exception to the above timeframes can be provided at the discretion of the relevant Region Manager.

A person appointed by a club to any coaching position must complete or maintain current accreditation requirements in each Football Year. Failure to complete or maintain current accreditation will result in automatic withdrawal of appointment to the coaching position and the QRL insurance cover will lapse.

A coach of a Region representative team or any higher representative team must at the time of appointment hold a minimum NRL Senior Club Coach Accreditation.

All coaches who have successfully completed the previous registration procedure administered by the QRL need to reregister under the provisions above.

4.2.2 COACH AGREEMENT

All other terms and conditions negotiated between a Club or Local League and a Coach covering any form of payment or some other inducement must be reduced to writing and included as an annexure to the completed and signed as a senior Coach Agreement before it will be recognised by the QRL.

Failure to comply with the above provisions of this clause by **thirty (30) September** in a Football Year in which the coach participated, will result in those separate terms and conditions being excluded from any interpretation or enforcement by the Region or QRL.



Such agreement will be in the approved format published by the QRL and amended from time to time or in any other format which is acceptable to both the coach and the club, and this is duly executed by both parties.

All teams, Clubs, Local Leagues or Regions that are party to a coach agreement must adhere to and comply with the provisions of these Rules.

By entering into a coach agreement, the coach acknowledges and agrees to adhere to and comply with provisions of these Rules.

If there is a discrepancy between the coach and the club who are party to any Coach Agreement, such dispute must be referred to the Region Manager in accordance with the provisions defined by Clause 4.2.4 of these Rules.

The QRL and its Administration Units accept no responsibility for the improper implementation or supervision of these coach's Rules (other than in the case of fraud or gross negligence).

A coach is entitled to enter into an Agreement with any Club, Local League or Region for a minimum period of one (1) Football Year, providing the coach does not have: -

- a) an existing coach's agreement;
- b) an existing coach's registration;
- c) has failed to fulfil any financial obligations to any Club, Local League or Region; and
- d) an exemption at the discretion of the Region Manager may be available where a coach is registered to coach across multiple grades or across senior and junior clubs and/or representative programs.
- e) the coach is currently serving a suspension from within rugby league or a recognised governing body of any other sport

Any coach signing a Coach's Agreement with a team, Club or Local League whilst he or she has a coach's agreement with any other team, Club or Local League will be in breach of these Rules and the latter coach's agreement will be null and void.

If a coach is under eighteen (18) years of age at the date of signing the Coach's Agreement the Coach's Parent or Primary Care Provider shall also sign the Coach's Agreement.

The QRL, its Regions and Local Leagues have the right to refuse to register any Coach's Agreement which has not been correctly completed and signed.

An exception at the discretion of the Region Manager may be available where a coach is registered across multiple grades or across senior and junior clubs and/or representative programs

4.2.3 REFUSAL OF COACH REGISTRATION

The QRL together with the Regions and Local Leagues specifically reserve the right to refuse to register any Coach where any one or more of the following circumstances apply:-



- a) the coach has failed to complete all compulsory fields in the Coach Registration procedure;
- b) the coach has been suspended from coaching in a QRL administered competition for a period of not less than twelve (12) months;
- c) the coach is currently serving a suspension from any other sport under the control of a recognised governing body;
- d) the coach has struck a Referee or any other Official either on or off the field of play;
- e) the coach has been convicted of drug use under the NRL anti-doping rules; or
- f) the coach has been convicted of a criminal offence punishable at law to a period of imprisonment of more than twelve (12) months.
- g) Any coach that has criminal charges pending against them can be refused registration until the outcome of his/her charges has been finalised
- h) the coach has committed a material breach of the QRL Code of Conduct

Any decision to refuse to register a coach pursuant to the provisions of this Rule 4.2.3 shall be reviewable as a disciplinary matter under Part 5 of these Rules.

4.2.4 COACH PAYMENT PROVISIONS

- a) All monies payable to a coach for a Football Year in which he or she performed duties as a coach under a coach's agreement must be paid by thirty-one (31) December of that Football Year unless a later date is agreed to, in writing, by all parties in that agreement.
- b) The total of all monies payable under paragraph a) of this Rule must be included in the audited financial statements of the Club or the Local League for that Financial Year's operation.
- c) If there is a genuine dispute between the coach and the Club or the Local League as to monies payable, the coach must be paid all monies other than those in dispute which shall be treated as outlined in paragraphs a) & b) of this Rule 4.2.4.
- d) Where a coach has not been paid all monies owing by a Club or a Local League as outlined in this Rule and that coach has a coach's agreement with the Club or the Local League for the following Football Year, this agreement may be terminated by the coach notifying the Club or the Local League in writing of his or her decision to terminate the agreement by the fifteen (15) January of the following Football Year.
- e) In the event of termination by the coach in the manner set out above, the coach will also be at liberty to institute proceedings to recover money owing under the agreement and/or seek damages for breach of contract.
- f) If a Club or a Local League is in default under this Rule, the QRL, the Region or the Local League may refuse to accept an affiliation agreement from the Club or the Local League and/or may preclude the Club or the Local League from participating in a competition under the control of the QRL, the Region or the Local League.

4.2.5 INTERPRETATION OF COACH AGREEMENT

All differences between a Club (other than a Club involved in the State-Wide Competition) or Local League and the coach with regard to any condition of a coach agreement (where such written agreement exists) will be interpreted by the Region Manager. The Region Manager will request the applicable signed copies of the coach agreement and determine any interpretation on this basis, with advice accordingly of his or her decision to both parties. This decision by a Region Manager in turn will be subject to a right of appeal to the QRL if the QRL agrees, at its absolute discretion, to entertain such an appeal.

4.3 PLAYER REGISTRATION/TRANSFERS

Note: The provisions contained in this Part 4.3 shall continue to apply but are subject to review as part of the development of a national policy by the NRL / QRL

4.3.1 DEFINITIONS AND INTERPRETATION

In this Part 4 of the Rules, unless a contrary intention appears:-

Schedule "A" means a schedule of development fees applicable to varying categories of players desirous of transferring intra-State. The fees shall be determined prior to the commencement of a Football Year. This information shall hereinafter be referred to in this Part as Schedule "A". In the event that a determination of the development fees applicable in any Football Year is not made, then the fees applicable in Schedule "A" for the previous Football Year shall apply.

Schedule "B" means a schedule of development fees determined by the NRL/ARLC to varying categories of players desirous of transferring to a NRL Competition Club or affiliate and shall be circulated by the QRL to all Regions. The fees shall be determined prior to the commencement of a Football Year. This information shall hereinafter be referred to in this Part as Schedule "B". In the event that a determination of the development fees applicable in any Football Year is not made, then the fees applicable in Schedule "B" for the previous Football Year shall apply.

Transferring Club means any club, Local League or Region in Queensland with which a player has signed a Player Agreement in the preceding season from which that player wishes to transfer.

Accepting Club means any club, Local League or Region in Queensland with whom a player wishes to play Rugby League.

4.3.2 TRANSFER FEES

Any Accepting Club when signing a Player Agreement with a player who has previously signed a Player Agreement and who played in the preceding Football Year with a Transferring Club in Queensland shall: -

- a) ensure that the player is not in default of any financial obligations with the Transferring Club;



- b) pay to the Transferring Club, through the QRL Region Manager in whose area the Accepting Club is situated, a maximum development fee as set out in the Schedule "A" and "B" above at least fourteen (14) days prior to the player taking part in a match for the Accepting Club.

4.3.3 EXECUTING PLAYER AGREEMENTS

It is the responsibility of the Accepting Club to inform itself as to whether the player has signed a Player Agreement.

4.3.4 TRANSFER FEE REDUCTION

The transferring club may at its discretion, at the request of the player or the accepting club, reduce the development fee having regard to the financial resources of either the transferring club or accepting club, any hardship which the imposition of the development fee would impose upon the player, the good conduct and service of the player to the Club.

4.3.5 CLEARANCE TO PLAY

A player cannot transfer to an NRL Competition Club or any inter-State Club without first obtaining the appropriate online clearance through the QRL.

4.3.6 MANDATORY PAYMENT OF DEVELOPMENT FEES

The QRL shall only grant a clearance for a player to transfer to an NRL Competition Club when any applicable development fee as set out in Schedule "B" referred to above has been paid through the QRL. This fee is required to be paid immediately the player transfers with the NRL Competition Club or affiliate.

4.3.7 ALLOCATION OF DEVELOPMENT FEES BY QRL

The QRL shall pay on receipt to the relevant QRL Region/s the portion of the development fee determined by the QRL in its absolute discretion.

4.3.8 ALLOCATION OF DEVELOPMENT FEES BY REGIONS

The relevant QRL Region may at its discretion, pay to the relevant Local League, a portion of the development fee received from the QRL.

4.3.9 INTERSTATE CLEARANCE

Any player who played in a State competition which is not controlled by the QRL in the preceding Football Year shall not be registered without first obtaining an on-line clearance.

4.3.10 INTERNATIONAL CLEARANCE

Any player who played in an overseas competition which is not controlled by the ARLC in the preceding Football Year shall not be registered without first obtaining a written clearance through the ARLC.



4.4 STANDARD REQUIREMENTS FOR COACHES AND PLAYERS

All coaches and players must;

- a) wear and use only approved clothing and equipment at training and in matches and at such times as directed by the team management.
- b) not wear or display any unauthorized commercial logo on any article of clothing or equipment whilst at training, in matches or at any other such time as directed by the team managements;
- c) maintain their personal appearance and dress in public at a standard determined by the QRL when representing the administration unit for which he or she has been selected or appointed;
- d) accept all reasonable direction of the relevant team management;
- e) not, without the approval of the relevant Region Manager or nominee, write a column for publication in any newspaper or publish statements through any media source. Provided that such approval shall not at any time be unreasonably withheld and shall be deemed to continue until withdrawn by the relevant Region Manager or nominee;
- f) not at any time, make any comment, in any publication whether written, televised or broadcast through social medium, which is determined to be detrimental to the interests, welfare or image of the Game;
- g) not during the course of or after a match under the jurisdiction of the QRL, a Region or a Local League, breach the National Code of Conduct adopted by the QRL and published from time to time at www.qrl.com.au, nor abuse or address a referee, a touch judge or other match officials in insulting terms or act in a provocative manner towards such persons;
- h) not engage in any conduct detrimental to the spirit or image of the Game;
- i) at all times behave in public in a professional manner and must not engage in any public acts of misconduct or unruly behaviour whilst representing the QRL, a Region, a Local League, Club or otherwise; and
- j) not vilify any other person whilst representing the QRL, a Region, a Local League or Club. Vilification includes acting or speaking in a manner which is intended to offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of the person's race, religion, colour, sex or sexual preferences, impairment or national or ethnic origin.

4.5 DRUG TESTING

It is a strict requirement for registration or appointment as a Sub-ordinate in any Game administered by the QRL that the Sub-ordinate subjects himself or herself to the NRL Anti-Doping Rules and the World Anti-Doping Agency (WADA) Policy as may be amended from time to time and published from time to time at www.qrl.com.au.

All Sub-ordinates must make themselves familiar with the Anti-Doping Rules and all club secretaries must make available a copy of such Anti-Doping Rules to any Sub-ordinate upon demand.



All relevant Sub-ordinates must submit to all drug and performance enhancing testing as required by the Anti-Doping Rules.

In the event that the Sub Ordinate has committed an offence as provided by the Anti-Doping Rules, that Sub Ordinate will be subject to those penalties determined to apply by the Drug Judiciary Tribunal.