



## Nigeria Rugby League Association (NRLA) Ethics Statement\*\*

The Nigeria Rugby League Association (NRLA) is committed to upholding the highest standards of integrity, fairness, and ethical conduct in all aspects of its operations and activities. As the national governing body for rugby league in Nigeria, we recognize the importance of maintaining the trust and confidence of our stakeholders, including players, coaches, officials, volunteers, sponsors, fans, and the broader community. To this end, we hereby establish the following ethics statement as a guiding framework for all individuals associated with the NRLA:

- 1. Integrity and Honesty:** We shall conduct ourselves with integrity and honesty at all times, adhering to the highest ethical standards in our interactions and decision-making processes. We shall uphold the principles of transparency, accountability, and truthfulness in all aspects of our operations.
- 2. Fair Play and Sportsmanship:** We shall promote and uphold the principles of fair play, sportsmanship, and respect for the rules and regulations of rugby league. We shall strive to create a positive and inclusive environment where all participants are treated with dignity and respect, regardless of their background, gender, ethnicity, or ability.
- 3. Equality and Diversity:** We shall actively promote equality, diversity, and inclusion within the NRLA and the broader rugby league community. We shall oppose all forms of discrimination, harassment, and unfair treatment based on race, gender, sexual orientation, religion, disability, or any other protected characteristic.
- 4. Safety and Well-being:** We shall prioritize the safety, health, and well-being of all participants involved in rugby league activities. We shall take proactive measures to minimize the risk of injury and ensure that appropriate protocols are in place to respond effectively to any incidents or emergencies.
- 5. Professionalism and Respect:** We shall conduct ourselves in a professional manner, demonstrating respect, courtesy, and cooperation in our interactions with others. We shall refrain from engaging in conduct that may bring the NRLA or the sport of rugby league into disrepute.
- 6. Conflict of Interest:** We shall avoid conflicts of interest or the appearance of impropriety in our roles and responsibilities within the NRLA. We shall disclose any potential conflicts of interest and take appropriate steps to mitigate them in the best interests of the organization and its stakeholders.
- 7. Compliance and Governance:** We shall comply with all applicable laws, regulations, and policies governing the operation of the NRLA. We shall uphold the principles of good governance, accountability, and ethical leadership in our decision-making processes and organizational structures.

### Board of Executives:

Abiodun Olawale-Cole – Chairman  
Adetola Adebisi – Vice-Chairman/General Manager  
Okeore Ibru – Chief Financial Officer

Michael Ogunbiyi – Director of Strategic Planning  
Yemi Bakre – Marketing Director  
Samson Okeowo – General Manager of Youth Development

### Board of Trustees:

Hamza Atta  
Martin Crawford  
Paul Hogan

[www.nigeriarugbyleague.ng](http://www.nigeriarugbyleague.ng)

### Head Office:

74 Ogunlana Drive, Surulere,  
Lagos, Nigeria.  
+234 809 8346983, +234 909139 0297

Scott Bax



8. **Education and Awareness:** We shall provide education and training to our members, stakeholders, and the broader rugby league community on ethical issues, values-based decision-making, and the NRLA's code of conduct. We shall promote awareness of ethical considerations and encourage ethical behavior in all aspects of rugby league participation.
9. **Continuous Improvement:** We shall strive for continuous improvement in our ethical practices, policies, and procedures. We shall regularly review and evaluate our performance against ethical standards and take corrective action as necessary to address any identified deficiencies or areas for improvement.
10. **Reporting and Accountability:** We shall establish mechanisms for reporting ethical concerns, misconduct, or violations of the NRLA's code of conduct. We shall ensure that all reports are promptly and thoroughly investigated, and appropriate disciplinary action is taken where necessary to uphold the integrity and reputation of the NRLA.

By adhering to this ethics statement, we reaffirm our commitment to promoting integrity, fairness, and ethical conduct in all aspects of rugby league participation. We recognize that upholding these principles is essential to preserving the integrity and reputation of the NRLA and the sport of rugby league in Nigeria.

Sincerely,

Ade Adebisi

Vice Chairman general manager

Nigeria Rugby League Association



### Board of Executives:

Abiodun Olawale-Cole – Chairman  
Adetola Adebisi – Vice-Chairman/General Manager  
Okeore Ibru– Chief Financial Officer

Michael Ogunbiyi – Director of Strategic Planning  
Yemi Bakre – Marketing Director  
Samson Okeowo – General Manager of Youth Development

### Board of Trustees:

Hamza Atta  
Martin Crawford  
Paul Hogan

[www.nigeriarugbyleague.ng](http://www.nigeriarugbyleague.ng)

### Head Office:

74 Ogunlana Drive, Surulere,  
Lagos, Nigeria.  
+234 809 8346983, +234 909139 0297

Scott Bax