



Cambridge University Hockey Club CODE OF CONDUCT

INTRODUCTION

Cambridge University Hockey Club (CUHC) is fully committed to safeguarding and promoting the well-being of all its members to ensure a positive and enjoyable experience.

All those involved in CUHC activities, whether they are involved as participants, coaches, officials or spectators, are therefore required to adhere to the standards of behaviour – set out within this Code of Conduct - and to support the mission of the CUHC. This Code of Conduct has been developed to ensure the highest possible standards of competition and sportsmanship as well as promoting fairness, honesty and positive behaviour in relation to the conduct of all those representing CUHC.

OUR COMMITMENT

CUHC respects the rights, dignity and worth of every person involved in its activities. CUHC is committed to its members enjoying hockey in an environment free from discrimination, intimidation, harassment and abuse. CUHC believes that it is the responsibility of all of all its members to challenge discriminatory behaviour and promote equality of opportunity.

AFFILIATIONS

CUHC is a student club within the University of Cambridge. CUHC is subject to the regulations of the University for clubs and societies as outlined and regulated by the Proctors and each member is subject to any regulation set by her or his college.

CUHC is affiliated to England Hockey, the East of England Hockey Leagues and Cambridgeshire County Hockey Association.

This Code of Conduct is additional to regulations and guidelines set by the Proctors and by England Hockey, and those set by the region (East Hockey) in respect to their competitions.

STANDARDS OF BEHAVIOUR

Members of CUHC are solely responsible for their conduct when representing their team or the Club. Members **must** therefore:

- Respect the rights, dignity and values of others;
- Accept success and failure, victory and defeat, with dignity;
- Operate within the rules of the sport;
- Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply;
- Understand that verbal, emotional and physical abuse of officials, coaches, spectators, captains or participants, or deliberately provoking or undermining a participant, captain, coach or official is not acceptable;
- Respect the leadership and decisions of officers of the Club and approach any issues constructively;
- Appreciate that they are representatives of the Club and as such maintain high standards of personal behaviour at all times, upholding the values of the University and the Club;
- Conduct themselves in a reasonable manner relating to offensive language and temperament;
- Refrain from any form of bullying or harassment of others. Harassment is any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law;
- Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision;
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination;
- Refrain from the use of and involvement with illegal substances at all times;
- Not act in an unlawful manner;
- Not encourage or pressure others into acting against the code; and
- Understand the repercussions of any breaches of this Code of Conduct.





ANTI-DOPING

Members of the Club must adhere to the requirements of the World Anti-Doping Agency (WADA) code.

Members must note that teams or individuals could potentially be subject to random testing during competitions, particularly those at competing at National Level and above. Members caught with banned substances in their system will be subject to disciplinary proceedings.

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CUHC wishes to promote the Club positively both within the University and externally. It recognises that its publications, online, print and social media are important tools in recruiting new members and engaging with alumni and potential sponsors. It is the responsibility of all CUHC members to manage their personal social media presence responsibly. As such, all members are responsible for ensuring that they:

- Refrain from publishing comments about other clubs, players or judges and any controversial or potentially inflammatory subjects;
- Avoid hostile or harassing communications in any posts or other online communications;
- Identify all copyrighted or borrowed material with citations and links. When publishing direct paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author; and
- Review responses to online posts and resolve any concerns before they are posted.

SOCIAL EVENTS

CUHC is committed to ensuring that all students are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. As such, CUHC will aim to organise a range of social events that are as inclusive as possible. Members should be aware that:

- Participation in any form of social activity is completely optional; and
- They must not force others to participate in initiations and/or other social and sporting events run by the CUHC and can opt-out without fear of undue pressure, reprisal or any other form of discrimination at any point.

BREACHES OF THE CODE OF CONDUCT

A breach is deemed to occur when a member of the Club brings CUHC into disrepute, breaches this Code of Conduct, or engages in activity that adversely affects the smooth running of the Club.

The severity of the breach will be determined by the Junior President. If the severity is doubted, then it will be passed on to the Senior Treasurer. If the breach involves the Junior President, this will be done by the Senior Treasurer.

A serious breach of the Code of Conduct will be investigated according to the guidance in the document 'University Sports Club Incident Pathway' provided by the Sports Service. Any member who is party to a serious breach will be suspended from the club and its activities during any resultant investigation.

Appeals concerning minor breaches should be addressed to the Senior Treasurer. If the process involved the Senior Treasurer, another member of the Senior Committee will consider the appeal. Appeals concerning major breaches investigated by the Club should be made to the Director of the University Sports Service.

The CUHC Constitution contains further information about Complaint and Disciplinary Processes.

WELFARE

CUHC takes the welfare of its members seriously. Any member of the Team that has any concerns regarding their welfare or those of others involved in Team or Club activities can discuss these, in confidence, with the Welfare Officers or the Club Captains.

CUHC Executive Committee, 30/04/2023 Agreed to extend at AGM 7th May 2024