

CURC Club Handbook

CURC Code of Conduct

Introduction

Cambridge University Rackets Club 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 CURC activities, whether they are involved as participants, members, committee members or spectators, are required to adhere to the standards of behaviour – set out within this Code of Conduct - and to support the objectives of CURC. 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 CURC.

Our Commitment

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

Affiliations

CURC is governed by its constitution. This Code of Conduct is in addition to, and by no means replaces, the standards set by CURC, the student's individual college and the overarching University regulations.

Standards of Behaviour

Members of CURC are solely responsible for their conduct when playing rackets in games or matches sponsored by the Club. Members **must** therefore:-

- Respect the rights, dignity, and values of others;
- Respect the authority of markers, and abide by any reasonable requests;
- Operate within the rules of the sport;
- Treat facilities, professionals, and other players with respect and abide by any rules that may apply;
- Be aware of how their actions may be perceived by others;
- Maintain high standards of personal behaviour at all times;
- 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 committee members, 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 if witnessed;
- 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;
- 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.

Please note that members could potentially be subject to random testing during competitions, particularly those competing at National Level and above. Players caught with banned substances in their system will be subject to disciplinary proceedings

Publications, Internet and Social Media

CURC 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 CURC 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 officials 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.
- Review responses to online posts and resolve any concerns before they are posted.

Social Events

Social functions form an important part of a club's activities. CURC is committed to ensuring that all members are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. Members should be aware that:-

- Participation in any form of initiation or social activity is completely optional.
- They must not force others to participate in initiations and/or other social and sporting events run by the CURC 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

The CURC complaints and disciplinary procedures, detailed in the Club Constitution, may be applied when a member breaches the Code of Conduct, engages in any activity that adversely affects the smooth running of the Club or brings CURC into disrepute.

In the case of serious misconduct, the Club Executive Committee, in consultation with the Senior Treasurer, may suspend a member pending the outcome of an investigation.

CURC Safety Policy

CURC is strongly committed to encouraging our members to take part, but the health, well-being and safety of each individual is always our paramount concern.

To support our safety policy statement, the club is committed to:

- Keeping the club's risk assessment up-to-date
- Creating a safe environment by putting health and safety measures in place as identified by the assessment.
- Ensuring all members are given the appropriately level of training to play rackets safely
- Ensuring all members are aware of the risks of playing rackets
- Ensuring members are aware of the safety policy
- Providing access to adequate first aid facilities, telephone and qualified first aider at all times.

- Reporting any injuries or accidents sustained during any club activity or whilst on the club premises.
- Ensuring that the implementation of the policy is reviewed regularly and monitored for effectiveness.

As a club member you have the duty to:

- Take reasonable care for your own health and safety and that of others who may be affected by what you do or not do.
- Co-operate with the club on health and safety issues.
- Correctly use all equipment provided by the club.
- Not interfere with or misuse anything provided for your health, safety or welfare

If you have any questions or concerns about your own safety or that of any other club members, please contact the club's captain, who is responsible for ensuring the safety of the club's members.

First aid provision at the Queen's Club is provided by the Tennis and Rackets professionals.

CURC Welfare Policy

CURC is fully committed to safeguarding the welfare of its members, and expects all members to abide by the code of conduct,

Any member of the Club that has any concerns regarding their own welfare or those of others involved in club activities can discuss these, in confidence, with one of the Sports Services Welfare Officers.