

CUSRC CODE OF CONDUCT

INTRODUCTION

The Cambridge University Squash Rackets Club (CUSRC) 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 CUSRC 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 CUSRC. 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 CUSRC.

OUR COMMITMENT

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

AFFILIATIONS

CUSRC is governed by the constitution of the Cambridge University Squash Rackets Club, which is registered with the University of Cambridge Sports Service. This Code of Conduct is in addition, and by no means replaces, the standards set by Cambridge University squash Rackets Club, the student's individual college and the overarching University regulations.

STANDARDS OF BEHAVIOUR

Members of CUSRC are solely responsible for their conduct when representing the club. Members must therefore:

- Respect the rights, dignity and values of others;
- 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;
- 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;
- Be punctual;
- 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 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.

HEALTH AND SAFETY

CUSRC is strongly committed to encouraging members to take part, but the health, well-being and safety of each individual is always our paramount concern. The Club will therefore take all reasonable steps to ensure that all its activities are safe in line with the Club Safety Policy.

To support the Club, all members are expected to:

- Take reasonable care for their own health and safety and that of others who may be affected by what they 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.
- Ensure that they update the club and coaches with any medical information or changes to emergency contact details.

ANTI-DOPING

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

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

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CUSRC 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 CUSRC 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.
- 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. CUSRC 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, CUSRC 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.
- They must not force others to participate in initiations and/or other social and sporting events run by CUSRC.
- Members must be made aware that they can opt-out of social activities without fear of undue pressure, reprisal or any other form of discrimination at any point.

BREACHES OF THE CODE OF CONDUCT

The CUSRC 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 CUSRC 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.

WELFARE

CUSRC takes the welfare of its members seriously. Any member of the Club that has any concerns regarding their welfare or those of others involved in Club activities can discuss these, in confidence, with the Club Welfare Officer (Shreya Aggarwal).

Signed:

Benjamin Adams & Hannah Taylor

CUSRC Blues' Captains

Date: 30th August 2023

Signed:

Eleanor White

CUSRC President

Date: 30th August 2023