

# **Cambridge University Rugby League Football Club's Code of Conduct**

Cambridge University Rugby League Club ("CURLFC") 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 CURLFC 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 CURLFC. 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 CURLFC.

## **Our Commitment**

CURLFC respect the rights, dignity and worth of every person involved in its activities. CURLFC is committed to its members enjoying rugby league in an environment free from discrimination, intimidation, harassment and abuse.

CURLFC believes that it is the responsibility of all of all its members to challenge discriminatory behaviour and promote equality of opportunity.

## **Affiliations**

CURLFC is governed by the constitution of the Cambridge University Rugby League Club, which is registered with the University of Cambridge Sports Service. CURLFC is subject to the regulations of the University for clubs and societies as outlined and regulated by the Sports Service and each member is subject to any regulation set by her or his college. This Code of Conduct is additional to, and by no means replaces, the regulations and guidelines set by the University of Cambridge and by the Rugby Football League.

## **Standard of Players' Behaviour**

Members of CURLFC 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.

## **Cambridge University Rugby League Football Club's Code of Conduct**

- 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.

## **Health and Safety**

CURLFC 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.
- Cooperate 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 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**

CURLFC wishes to promote the Club positively both within the University and externally. It recognizes 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 CURLFC 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**

Social functions form an important part of a club's activities. CURLFC 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, CURLFC will aim to organize 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 the CURLFC 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 CURLFC 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 and dealt with by the Executive Committee. Should the breach involve any of these officers, other officers of the club shall deputize. If the breach involves the President, her position will be taken by the Treasurer.

If a serious breach results in expulsion, the excluded member is required to return all Club property, documents and finances to the President with seven days. They will not be entitled to any refund of annual subscriptions and must pay any subscriptions or other costs owed.

The Constitution outlines what the member may do, should she want to appeal the decision.

## **Welfare**

CURLFC 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 Team or Club activities can discuss these, in confidence, with the President, Club Captain or the Club's Welfare Officer.

President: Hilary Foord

Club Captains: Jack Beevers & Will Scrivens

On behalf of the CURLFC Committee

October 2019