



CUSWPC Code of Conduct

1 Introduction

The Cambridge University Swimming and Water Polo Club (CUSWPC) 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 CUSWPC 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 CUSWPC. 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 CUSWPC.

2 Our commitment

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

3 Affiliations

CUSWPC is governed by the constitution of the Amateur Swimming Association, 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 CUSWPC, the student's individual college and the overarching Proctor regulations.

4 Standards of behaviour

Members of CUSWPC are solely responsible for their conduct when representing CUSWPC. 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;
- 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.

5 Health and Safety

CUSWPC 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 [\[link\]](#). 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.

6 COVID-19

Further to the club's commitment to the Health and Safety of its members outlined above, the club is devoted in its efforts to prevent the spread of COVID-19 both within its members and the wider community. The club has the duty to ensure that all sporting or other activities are undertaken strictly within the advice of the government, the collegiate universities, and the relevant sports' governing bodies.

The club is obligated to enforce strict regulations on activities across the various disciplines and venues in which the club operates. These are outlined in the Risk Assessments, which are to be frequently reviewed and updated in compliance with changing advice. To support these efforts, members are to:

- Familiarise themselves with the precautions outlined in the Risk Assessments for every activity and venue in which they participate. It is the duty of the club to inform all its members of any changes in procedure;
- Sign in at every session they attend, in order to facilitate contact tracing;
- Train and travel (where appropriate) strictly within their training bubbles;
- Self-isolate if they:
 - Have flu-like symptoms,
 - Have come into contact with an individual in the past week who has since tested positive,
 - Travelled from a destination on the government's quarantine list in the previous 14 days,in line with changing government advice;
- Leave any session and self-isolate immediately if any symptoms appear throughout an activity;
- Inform the club of any self-isolation, whether precautionary or due to a positive test;
- Even when not at a session run under CUSWPC, not engage in any activity that goes against any relevant protocols;
- inform the club of any changes in contact details;
- Complete a health questionnaire before their first session back after any travel outside of Cambridge (the limits of which are defined to be the Collegiate University, its facilities, and other venues used by CUSWPC in a regular manner).

The club stresses that every member has the right to not attend, or leave, any session if they are uncomfortable with any activity being undertaken. This applies as much to COVID-19 fears as anything else.

In the event of a failure of any member to comply to these rules, they will be suspended from all CUSWPC activities. The event will be treated as a serious breach of the code of conduct and will be dealt with as outlined in section 10.

The club reserves the right to suspend activities for individuals or groups in short notice. The club may also recommend action further to that of the relevant bodies where appropriate- a breach of this will also be treated as in section 10. It is however the duty of club officials to communicate these effectively and as promptly as possible.

7 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 competing at National Level and above. Club Members caught with banned substances in their system will be subject to disciplinary proceedings.

8 Publications, internet and social media

CUSWPC 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 CUSWPC 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.

9 Social events

Social functions form an important part of a club's activities. CUSWPC 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, CUSWPC 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 CUSWPC.
- 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.

10 Breaches of the code of conduct

Section 3.6 in the CUSWPC Constitution states that *"The Committee may expel any member whose conduct seems likely to bring the Club or the sport into disrepute. Such expulsion shall be subject to confirmation at the next General Meeting of the Club."* This action may be applied when a member of the Club brings CUSWPC into disrepute, breaches the Code of Conduct or engages in any activity that adversely affects the

smooth running of the Club in a major way.

Should a serious breach of the Code of Conduct be identified, the Secretary, in consultation with the President, may suspend a member from CUSWPC and Club activities pending further investigation. In the event of an expulsion, the excluded member is required to return all equipment, documents and finances belonging to the Society within 7 days. They will not be entitled to any full or partial refund of annual subscriptions. If the excluded or suspended member wishes to appeal the decision, that appeal should be made to the Senior Treasurer, who will consider all the facts, and whose decision will be final. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the Junior Proctor.

11 Welfare

CUSWPC 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 Club Welfare Officers.