



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 respects 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 Swim England, 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:

- Make CUSWPC a safe, welcoming and inclusive environment;
- Respect the spirit of the sport, adhering to the rules and laws in and out of the pool;

- Respect the rights, dignity and worth of every person, treating everyone equally within the context of the sport and not discriminating against anyone else on the grounds of age, sexual orientation, gender, faith, ethnic origin, disability or nationality;
- Refrain from harassment (sexual or otherwise);
- Hold other members of the club accountable should they behave inappropriately including reporting the incident to members of the CUSWPC committee when deemed appropriate in accordance with the CUSWPC Welfare Flowchart (found on website);
- Show respect for the facilities we are using, and for all the people working there;
- Display a high standard of behaviour and understand that you are responsible for your own behaviour at all times including when under the influence. If you do not feel able to control your behaviour when under the influence, do not put yourself in a position where you may harm yourself or others;
- Conduct yourself in a manner that takes all reasonable measures to protect your own and other's safety;
- Attend and complete the Beyond Equality workshop communicated by the committee, apart from in approved extenuating circumstances;
- Understand that inappropriate behaviour that goes against the CUSWPC Code of Conduct may result in action being taken by CUSWPC. CUSWPC will support those affected by incidences of inappropriate behaviour if they choose to involve the university or police.

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. 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.

7. Publications, internet, social media and mobile phone usage

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;
- 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.

In order to ensure the safety of all members, and to comply with Swim England guidance, members are not permitted to use mobile devices in, or around, changing areas and poolside.

8. 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.

9. Breaches of the code of conduct

Section 10 of the CUSWPC Constitution states that "the Executive Committee shall have the authority to expel or to suspend a member or members whose actions are felt to be such as to bring the Club into disrepute, or gravely harm the interests of its members."

Should a serious breach of the Code of Conduct be identified, disciplinary action may be taken by the Executive Committee or Senior President, commensurate with the seriousness of the offence. Written notice of an investigation will be given and in the case of serious misconduct, the Club Executive Committee, in consultation with the Senior President, may suspend a member pending the outcome of the investigation. The member will have the opportunity to make oral or written representations before the final decision. 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 Sports Club Registration Sub-Committee, which will assess the appeal in consultation with the club's Senior President.

10. 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, Independent Welfare Officer or Presidents, as outlined in the Welfare Policy and Welfare Flowchart.