

# **Cambridge University Men's Lacrosse Club (CULC)**

## **Code of Conduct 2018/19**

10/11/18

### 1. Introduction

The Cambridge University Men's Lacrosse Club (CULC) is fully committed to safeguarding and promoting the well-being of all its members to ensure a positive and enjoyable experience. 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 CULC.

### 2. Our Commitment

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

### 3. Standards of Behaviour

Members of CULC 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
- 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;
- 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

### 4. Health and Safety

CULC 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, which can be found on the club website.

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.

#### 5. Publications, Internet and Social Media

CULC 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 CULC members to manage their personal social media presence responsibly. As such, all members are responsible for ensuring that they:

- 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/

#### 6. Social Activities

Social functions form an important part of a club's activities. CULC 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, CULC will aim to organise a range of social events that are as inclusive as possible. Members should:

- Behave in a responsible and appropriate manner at all times when representing CULC at all activities and events. This is inclusive of behaviour in transit to events.
- Be aware that participation in any form of social activity is completely optional.
- Never force others to participate in initiations and/or other social and sporting events run by the CULC.
- 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.

#### 7. Club Memberships.

Members should be aware that:

- To be able to participate in any CULC activity, members must have paid the agreed fees and registered to play for the club via the ELA online registration
- All members must confirm they have read and understood the club's code of Conduct.

#### 8. Training

CULC is committed to running efficient and effective training sessions. Members should be aware that:

- Attendance at training is compulsory in order to take part in matches.
- All members should be ready to start training at the agreed time in order to achieve maximum benefit from the training sessions.
- Regular absences from training will affect selection for matches and arranged tournaments/events.

#### 9. Complaints

CULC is committed to generating an open atmosphere where complaints and feedback is listened to, allowing the club to learn from its mistakes. Members should be aware that:

- Players wishing to raise an objection/complaint must do so in person and in a calm and orderly manner to the team captains.
- All complaints will be discussed, either at a committee meeting, practice or special meeting

#### 10. Breaches of the Code of Conduct

Failure to comply with the club's code of practice will result in disciplinary action by the committee, which may lead to expulsion from the club. Details of the disciplinary process can be found under clause 10 of the club constitution, which can be found on the club website.

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*Signed:*  
*Thomas Chalklen*  
*President*  
*2019-20*

*Signed:*  
*Jack Peacock*  
*University Captain*  
*2019-20*