

CURUFC GENERAL CODE OF CONDUCT

INTRODUCTION

CURUFC 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 CURUFC 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 CURUFC. 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 CURUFC.

OUR COMMITMENT

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

AFFILIATIONS

CURUFC is governed by the constitution of the RFU. This Code of Conduct is in addition, and by no means replaces, the standards set by the RFU, or by any student's individual college or by the overarching regulations of the University of Cambridge.

STANDARDS OF BEHAVIOUR

All those involved in CURUFC activities are solely responsible for their conduct. They **must** therefore:-

- Respect the rights, dignity and values of others;
- Operate within the rules of the sport.
- Treat facilities, staff and students at CURUFC 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;
- 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.
- Follow the Relationships Policy.

HEALTH AND SAFETY

CURUFC is strongly committed to encouraging ALL 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 Health and Safety Policy.

To support the Club, all 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.

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CURUFC 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 involved to manage their personal social media presence responsibly. As such, all 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.

WELFARE

CURUFC takes the welfare of all involved seriously. Any of those involved in CURUFC activities that has any concerns regarding their welfare or those of others involved can discuss these, in confidence, with the Club Welfare Officers.