

## Cambridge University Handball Club CODE OF CONDUCT

### INTRODUCTION

The Cambridge University Handball Club (CUHC) 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 CUHC 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 CUHC. 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 the CUHC.

### OUR COMMITMENT

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

### AFFILIATIONS

The CUHC is governed by its constitution (*see attached*). This Code of Conduct is in addition, and by no means replaces, the standards set by the England Handball Association (EHA), the student's individual college and the overarching University regulations.

### STANDARDS OF BEHAVIOUR

Members of CUHC are solely responsible for their conduct when representing the CUHC. 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.

### HEALTH AND SAFETY

The CUHC 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.
- 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.

### **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 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**

The CUHC 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 CUHC 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.

### **SOCIAL EVENTS**

Social functions form an important part of a club's activities. The CUHC 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, CUHC 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 the CUHC.
- 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.

### **BREACHES OF THE CODE OF CONDUCT**

The CUHC complaints and disciplinary procedures may be applied when a member breaches the Code of Conduct, engages in any activity that adversely affects the smooth running of the Club or brings the CUHC into disrepute.


In the case of serious misconduct, the Club Executive Committee, in consultation with the Senior Treasurer, may suspend a member pending the outcome of an investigation.


### **WELFARE**

The CUHC 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.

Welfare Officer: Sam Yun Yap, [syy31@cam.ac.uk](mailto:syy31@cam.ac.uk), Gonville and Caius College

Signed:

David Gray – CUHC President 2023/24: 

Joel Huber – CUHC Men's Captain 2023/24: 

Sadie Kirk – CUHC Women's Captain 2023/24 : 