



Cambridge University Badminton Club (CUBaC) Code of Conduct

CUBaC CODE OF CONDUCT INTRODUCTION

CUBaC 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 CUBaC 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 CUBaC. 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 CUBaC.

OUR COMMITMENT

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

AFFILIATIONS

CUBaC is governed by its Constitution, and 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 the Constitution, the student's individual college and the overarching Proctor regulations.

CUBaC is affiliated to Badminton England (BE) (Badminton England, National Badminton Centre, Bradwell Road, Loughton Lodge, Milton Keynes, MK8 9LA). It is also registered with British Universities & Colleges Sport (BUCS). CUBaC abides by the regulations of these bodies regarding their respective competitions.

STANDARDS OF BEHAVIOUR

Members of CUBaC are solely responsible for their conduct when representing the team. Members **must** therefore:

- Respect the rights, dignity and values of others;
- Operate within the rules of the sport as set out by the Badminton World Federation (BWF).
- Treat facilities, equipment, 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.

INSURANCE

CUBaC is covered by BE's public liability insurance and, as a registered sports club, the University's public liability insurance.

All players and coaches should be aware of the fact that they take part in all activities at entirely their own risk, and that neither CUBaC nor any of the bodies mentioned above, nor the University shall be liable for any accident or injury sustained, excluding the provisions made by relevant English law.

Players and coaches who drive rental cars or their own cars to away fixtures do so at their own risk and must have insurance cover. While CUBaC will pay for full excess insurance for all

drivers if this is possible, the Club in general cannot pay excess charges for damaged vehicles. In addition, CUBaC will not in general pay for any fines (e.g. speeding tickets).

HEALTH AND SAFETY

CUBaC 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, available at cubac.org/documentation.

- 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.
- Wear appropriate attire for badminton, in particular shoes designed for badminton as this greatly reduces the risk of injuries. No jewellery that might cause personal injury or injury to other players may be worn.
- Cooperate with the club on health and safety issues, and notify promptly Club officials of any perceived risks, accidents, or near-misses that occur.
- Ensure that they update the club and coaches with any medical information or changes to emergency contact details.

The Club will endeavour to provide adequate training for all members to ensure their safety when training or playing. Practice sessions will in general be led by an experienced player (in almost all cases this will be one of the team captains). The Club wishes to state explicitly that these precautions do not and cannot preclude a member suffering from (possibly serious) injury, as detailed in the Club's Risk Assessment.

While CUBaC performs the administration for the College League all games are held as friendly games between two College societies and the societies themselves are responsible for the health and safety of their members. It is the responsibility of the college teams to ensure that the league rules are adhered to.

ANTI-DOPING

Members of the Club must adhere to the requirements of the World Anti-Doping Agency (WADA) code. Please note that players 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

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CUBaC 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 CUBaC 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. CUBaC 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, CUBaC 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 CUBaC.
- 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.

FINANCIAL MATTERS

CUBaC is a non-profit members' club funded primarily by members' subscription fees. Both Full and Half Membership fees are available, however strict conditions must be met to qualify for Half Membership fees as per clause 3 (3) of the Constitution. Full and Half Membership fees are set by the Executive Committee each year.

Members are expected to abide by all payment deadlines set by the Junior Treasurer. If there is difficulty meeting a deadline, this should be raised with the Junior Treasurer as soon as possible. Failure to meet payment deadlines without an excuse approved by the Junior Treasurer constitutes a breach of this Code of Conduct.

BREACHES OF THE CODE OF CONDUCT

The CUBaC complaints and disciplinary procedures, detailed in the clause 9 of the Club Constitution, 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 CUBaC 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.

COMPLAINTS PROCEDURE

In accordance with Clause 10 of the Constitution, should any member have cause to complain concerning another member, a club officer, or any other aspect of the Club, they should write in confidence to a member of the Executive Committee. Complaints will be considered by the Executive Committee and acted on as appropriate.

WELFARE

CUBaC takes the welfare of its members seriously. Any member of the Club that has any concerns regarding their welfare or those of others involved in Club activities can discuss these, in confidence, with the Club Welfare Officer. The current Welfare Officer can be found at cubac.org/committee-and-coaches.