

# **CAMBRIDGE UNIVERSITY OLYMPIC GYMNASTICS CLUB MEMBERS' CODE OF CONDUCT**

## **Introduction**

Cambridge University Olympic Gymnastics Club (CUOGC) is an adult club, fully committed to safeguarding and promoting the well-being of all its members to ensure a positive and enjoyable experience.

All those involved in CUOGC activities, whether they are involved as participants, coaches, officials or spectators, are therefore required to adhere to the standards of safety and behaviour – set out within this Code of Conduct - and to support the mission of CUOGC. This Code of Conduct has been developed to ensure the highest possible standards of safety and sportsmanship, as well as promoting fairness, honesty and positive behaviour in relation to the conduct of all those representing CUOGC.

## **Our Commitment**

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

## **Affiliations**

CUOGC is governed by its constitution, 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 CUOGC, the student's individual college and the overarching University regulations.

CUOGC is also affiliated to, and insured by, British Gymnastics, and abides by their regulations and policies.

## **Standards of Safety**

Gymnastics can be very dangerous and lead to serious injury or death if appropriate safety rules and procedures are not adhered to. All members must adhere to the safety rules listed below, as well as those detailed in the British Gymnastics Code of Practice (Appendix 1). Per British Gymnastic policy, the Head Coach, or in his or her absence, the highest qualified coach at the session, has overall responsibility for the health and safety of that session, and will make final calls on judgements of safety or procedure.

- Members must never attempt skills or links beyond their currently capability or without the support and instruction of a suitably qualified coach.
  - Members must also not attempt to coach new skills to other members.
  - Instruction (and not support or initiation of a new skill) should only be given for capable performers if it is within their qualification and knowledge to do so.
- Any injuries or conditions must be declared on signing up, and notified to the coaches at the start of every session. You may not be permitted to train if your injury or condition is warranted as being unsafe by the session coaches.
- Floor matting is extremely valuable and should be kept clear as a potential crash-landing area. As such, mobile phones, water bottles, and any other solid objects must be placed clear of the matted areas.
- Only water is permitted in training sessions, and all liquids and foods must be consumed and located far from the apparatus or matting.

- Only one person may use any piece of apparatus at a time.
- Footwear **must** be worn at all times during setup and pack-down.
- Footwear **must never** be worn on the apparatus or matting.
- Bleeding has the potential to cause huge replacement expense and/or cleaning effort. Any cuts or wounds with the potential to bleed onto the apparatus or mats must be vigilantly sealed up.
- Never walk under apparatus or across nearby matting whilst the apparatus is in use.

### **Standards of Behaviour**

Members of CUOGC are solely responsible for their conduct when representing the Team and the Club. Members **must** therefore:

- Arrive on time for setup and help with pack-down procedures;
- 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, harassment, or discrimination of others. Discrimination is any course of offensive or unfair 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 coaches and 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.

### **Attire**

Comfortable sports clothing (without any zips or sharp accessories) must be worn.

- No jeans or hoodies
- Shorts and a t shirt are recommended
- Competition attire may also be worn

All jewellery and body piercings must be removed. The session coaches will make a final judgement call on the safety of any concessions below.

### **Jewellery that cannot be removed**

Should this be the case, rings and piercings must be sufficiently covered with protective tape. If an item can be removed it must be removed.

### **Religious and Medical Jewellery**

Safety is paramount and any jewellery that is considered by the coach to be a safety hazard should be changed or participation may be prohibited. Any concessions on religious or medical jewellery must be within the bounds of reasonable safety.

NB: a sweatband may be used to cover up an item of jewellery when doing vigorous activity, and taped if there is a risk of it slipping.

### **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. Players caught with banned substances in their system will be subject to disciplinary proceedings

### **Publications, Internet and Social Media**

CUOGC 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 CUOGC 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 officials 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. CUOGC is committed to ensuring that all students and members are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. As such, CUOGC 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 initiation or social activity is completely optional.
- They must not force others to participate in initiations and/or other social and sporting events run by the CUOGC
- 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 CUOGC complaints and disciplinary procedures, detailed in 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 the CUOGC 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.

In the event of an expulsion, the excluded member is required to return all equipment, documents and finances belonging to the Club within 7 days. He/she 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 Senior Treasurer, who will consider all the facts, and whose decision will be final. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the Junior Proctor.

### **Welfare**

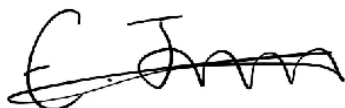
CUOGC takes the welfare of its members seriously. Any member of the Team that has any concerns regarding their welfare or those of others involved in Team or Club activities can discuss these, in confidence, with the Club Welfare Officers. Members must also abide by all Child Protection policies and procedures (where applicable), and work to promote best practice amongst each other.

Welfare officers:

Liza Hadley

James McAllister

*Signed:*



CUOGC President

Date: 14/09/2023

*Signed:*



CUOGC Men's Captain

Date: 15/09/2023

*Signed:*



CUOGC Women's Captain

Date: 17/08/2023