



## **CULNC CODE OF CONDUCT**

The Cambridge University Ladies' Netball Club (CULNC) 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 CULNC 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 CULNC. 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 CULNC.

### **OUR COMMITMENT**

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

### **AFFILIATIONS**

CULNC is governed by the constitution of England Netball. This Code of Conduct is in addition, and by no means replaces, the standards set by England Netball, the student's individual college and the overarching Proctor regulations.

### **STANDARDS OF BEHAVIOUR**

Members of CULNC 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;
- 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; and
- Understand the repercussions of any breaches of this Code of Conduct.

## **HEALTH AND SAFETY**

CULNC is strongly committed to encouraging members to take part in netball, but the health, well-being, and safety of everyone 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 (found on [culnc.org](http://culnc.org)).

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 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**

CULNC 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 CULNC 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. CULNC 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, CULNC 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 club
- 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**

CULNC 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 CULNC 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**

CULNC 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 any member of the Club Committee or the Club Welfare Officers.

Isabelle Howse (Welfare Officer) [ih388@cam.ac.uk](mailto:ih388@cam.ac.uk)  
Millie Ireland-Carson (Club Captain) [mci31@cam.ac.uk](mailto:mci31@cam.ac.uk)  
Rosa Humphreys (President) [rmh76@cam.ac.uk](mailto:rmh76@cam.ac.uk)

Signed: CULNC Captain Millicent Ireland-Carson Date 05/09/2023



Signed: CULNC President Rosa Humphreys Date 05/09/2023

