



CAMBRIDGE
UNIVERSITY

ROWING

Code of Conduct for Squad Members

This policy outlines expectations regarding Club member's behaviour toward fellow student athletes, coaches, Executive members and the overall organisation. We have a reputation for being friendly and well organised and we are all dedicated to maintaining and improving the experience for our student athletes, coaches, support staff and Club members year on year. We set high standards on and off the water in order to ensure the best experience and the best results possible. This policy applies to all our Club members regardless of position.

The Club is fully committed to ensuring the wellbeing of all members. The Club respects the rights, dignity and worth of every person involved in its activities. The Club is committed to creating an environment that is free from discrimination, intimidation, harassment and abuse. The club believes it is the responsibility of all its members to challenge discriminatory behaviour and promote equality of opportunity.

We expect our staff to foster a well-organised, respectful and collaborative environment, in which students and staff display high levels of integrity and professionalism at all times. Squad members should be friendly and collaborative and should not disrupt the training environment or present obstacles to their teammates' performances. All squad members must be open for communication with their fellow student athletes, Executive members and Club members.

The Club is governed by the constitution of British Rowing, which is registered with the University of Cambridge Sports Service. The Code of Conduct is in addition, and by no means replaces, the standards set by British Rowing, the student's individual college and the overarching Proctor regulations.

Student athletes are encouraged to be open at all times and to share any concerns or complaints they may have about any aspect of the Club or programme with one of the coaches or Club officers.

If you have any concerns, in the first instance you should speak to your Junior Committee: CUWBC /CULRC President, CUWBC/ CULRC Vice President, CUWBC Lightweight Captain or CUWBC Lightweight Vice Captain. In addition, there are Student Welfare Officers available, Senior Welfare Officers and Senior Members.

Club members are expected to:

1. Respect the rights, dignity and values of others.
2. Operate within the rules of the sport.
3. Be aware how their actions may be perceived by others.
4. Maintain high standards of personal behaviour at all times
5. Follow the rules and procedures of the Club, both those outlined here and verbally.
6. Respect Club and borrowed resources.
 - a. Take care with all equipment and report promptly any damage to equipment to a coach. The use of boats will be assigned depending on performance; e.g., top performing (in terms of erg scores, GMT percentages and race results) athletes and crews will be assigned the best shells to use.
 - b. Ensure all club equipment is kept clean (including boats, boathouses, minibuses, etc.). All boats should be hosed off and wiped dry with a towel at the end of each outing. Boats should be washed and dried after Sunday's outing.
 - c. Take individual responsibility for ensuring equipment is stored safely including blades, cox boxes, life jackets and other equipment.
 - d. Be individually responsible for returning any borrowed equipment at the end of each term or as required.
 - e. Understand and abide by the rules and protocol of any training facilities used by CUWBC and CULRC.
7. Abide by the [rules of UK Anti-Doping \(UKAD\)](#).
 - a. Complete the [British Rowing Clean Sport Awards online certification](#). Please share certificate with Club Coordinator when completed.
 - b. Attend an annual anti-doping education session organised by the Club.
8. Adhere to British Rowing rules and guidelines. All Student Athletes are required to adopt the [British Rowing Code of Conduct](#).
9. Act in accordance with the rules of the competition or event, in particular:
 - a. Understand and follow the rules, regulations and guidelines of the competition/event with regards to safety, marshalling, and competing
 - b. Follow the instructions of all officials of the competition/event
 - c. Treat other competitors, coaches, other water users and officials of clubs, competitions and events with respect

- d. Avoid swearing or shouting at others
 - e. Not threaten others nor engage in acts of verbal/physical/other abuse
 - f. Respect the rights, dignity and worth of other participants, and not discriminate on the grounds of gender, race, colour, disability, sexuality, age, marital status, occupation or political opinion
10. Ensure appropriate relationships are maintained between Student athletes and coaches of the Club. Student athletes must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).
- a. Ensure that physical contact is appropriate and necessary and is carried out within the recommended guidelines (provided by governing bodies of sport) with fellow teammates' or coaches' full consent and approval.
 - b. Student athletes must avoid sexual intimacy with teammates in the training environment. This extends to sexual innuendo, flirting or inappropriate gestures and terms.
11. Keep to agreed timings & inform relevant person if running late.
12. Meet financial obligations by paying subs and camp fees on time, or communicating early with the JC, coaches and/or Senior Treasurer to arrange alternative payment.

Social Events

Social Functions form an important part of the Club's activities and we are committed to ensuring that all students are able to and encouraged to participate in student activities in an atmosphere free from discrimination or fear. The Club will aim to organise a few social events that are as inclusive as possible. Members should be aware that:

1. Participation in any form is completely optional
2. Members must be aware that they can opt-out of social activities without fear of undue pressure, reprisal or any other form of discrimination at any point.

Other Club Policies Governing Triallist Behaviour

- Student athletes are reminded that whilst participating in Club activities, they are representing CUWBC, CULRC and Cambridge University and should therefore ensure that their activities do not bring those organisations into disrepute.
- All student athletes are required to support positively the Clubs' sponsors and official suppliers as required during the period of sponsorship and avoid bringing the club,

The Boat Race, The Lightweight Boat Race or their respective sponsors or partners into disrepute.

- A full copy of the social media guidelines will be circulated separately. These guidelines apply to all student athletes, coaches and support staff of the CUWBC & CULRC, at all times during their engagement with the Club. The Club recognises that social media activity can be used positively but requests that all student athletes agree to follow these guidelines when using personal accounts. Students must ensure that all opinions or views expressed are clearly one's own and distinct from the CUWBC, CULRC, The Boat Race, The Lightweight Boat Race or their sponsors.
- Ensure that any information or images that are posted or shared cannot be misconstrued in any way or are in contradiction to the goals of the CUWBC, CULRC, the coaches, the Executive Committee, Cambridge University, The Boat Race, The Lightweight Boat Race and their sponsors.

Alcohol and other Controlled Substances

- Our goal is to create a culture in which student athletes consider what effect **all** of their actions will have on the squad.
- CUR student athletes are adults and are capable of determining what is appropriate and what is inappropriate and of taking personal responsibility for the betterment of the squad. Make wise choices from the view point of putting the squad first and being a good teammate.
- Consider the effects that drinking can have on your ability to train and perform. If you see a fellow student athlete making poor decisions, call him or her out on it – take care of each other.
- Anyone caught using – or suspected of using – illegal drugs (including marijuana) will be in violation of Club policy and subject to disciplinary action up to and including dismissal from the squad.
- Violations of this policy and appropriate disciplinary action will be addressed on a case-by-case basis by the Chief Coach in consultation with the Performance Advisory Group and other members of the Executive. Some misdemeanours will be directed straight to the Proctors Office or Office of Student Conduct Complaints and Appeals.
- If an excluded 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.

Signed

CUWBC President

CUWBC Club Chair