



Cambridge University Real Tennis Club

Code of Conduct – Members

Introduction

Cambridge University Real Tennis Club (CURTC) 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 CURTC activities, whether they are involved as participants, professionals, markers, committee members, volunteers or spectators, are therefore required to adhere to the standards of behaviour – set out within this Code of Conduct – and to support the objectives of CURTC. 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 CURTC. The Code must also be read in conjunction with the Members' Booklet.

Our Commitment

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

Affiliations

CURTC is governed by its constitution. This Code of Conduct is in addition, and by no means replaces, the standards set by CURTC, the student's individual college and the overarching University regulations.

CURTC is also affiliated to the Tennis & Rackets Association (T&RA) and abides by its regulations.

Standards of Behaviour

Members of CURTC are solely responsible for their conduct when in the Club or representing the Club. Members **must** therefore:

- Respect the rights, dignity and values of others
- Respect the authority of club professionals and markers, and abide by any reasonable requests
- Operate within the rules of the sport
- Treat facilities, professionals, and other players at the Club 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 committee members and professionals, 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.

Anti-Doping

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

Please note that 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

CURTC 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 CURTC 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. CURTC is committed to ensuring that all members are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. As such, CURTC 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 CURTC and can opt-out without fear of undue pressure, reprisal or any other form of discrimination at any point.

Breaches of the Code of Conduct

Should a serious breach of the Code of Conduct be identified, the club Committee may suspend a member from CURTC and Club activities pending further 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.

Welfare

CURTC takes the welfare of its members seriously. Members must abide by all Child Protection policies and procedures, and work to promote best practice amongst the membership.

Any member of the Club that has any concerns regarding their own welfare or those of others involved in club activities can discuss these, in confidence, with the club Welfare Officer, whose name and contact details are given on the Welfare Officer poster on the noticeboard, and on the website www.curtc.net/wp/membership/#welfareofficer.