



Cambridge University Small Bore Club CODE OF CONDUCT

INTRODUCTION

Cambridge University Small Bore Club (CUSBC) 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 CUSBC 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 CUSBC. 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 CUSBC.

OUR COMMITMENT

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

AFFILIATIONS

CUSBC is governed by the constitution of the National Smallbore Rifle Association (NSRA), 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 the NSRA, the student's individual college and the overarching Proctor regulations.

STANDARDS OF BEHAVIOUR

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

HEALTH AND SAFETY

CUSBC 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.

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 at 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

CUSBC 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 CUSBC 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. CUSBC 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, CUSBC 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 CUSBC.
- 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

Clause 10 of the CUSBC Constitution (2023) states the following:

- (1) Subject to the remainder of this clause (clause 10), the Committee shall have the authority to expel or to suspend a member or members whose actions are felt to be such as to bring the Club into disrepute, breach its Code of Conduct or gravely harm the interests of its members.
- (2) The Committee may also take other disciplinary action in respect of a member of the Club, commensurate with the seriousness of the offence. The Committee may take action as a result of member behaviour within any Club-organised activities.
- (3) Written notice of any investigation will be provided within seven days of a complaint/decision. In the case of serious misconduct, the Committee, in consultation with the Senior Treasurer, may suspend a member pending the outcome of the investigation.
- (4) The suspension of a member can only be effected following a majority vote of all Committee members, excluding the Senior Treasurer, Chairman, and President.
 - a) Following the passing of such a vote, suspension occurs with immediate effect and does not require prior notice be given to the inculpated member.
 - b) A meeting of the Committee should be held within twenty-one days of a suspension being applied to decide whether the suspension should be revoked, maintained, expulsion pursued, or some other measure taken. The inculpated member should be given, in writing, at least fourteen days' notice of this meeting.
 - c) Any Committee member who holds two or more offices shall possess only one vote.
- (5) The expulsion of a member can only be effected if two thirds of all Committee members present at the meeting are in favour, excluding the Senior Treasurer, Chairman, and President, and in circumstances where:
 - (a) The member has been given, in writing, at least fourteen days' notice of the meeting of the Committee at which the expulsion will be proposed and the reasons why it is to be proposed; and
 - (b) The member or, at the option of the member, a representative (who need not be a member of the Club) has been allowed to make representations to the meeting.
 - (c) Such a meeting must be attended by at least half of the Committee members eligible to vote. Any Committee member who holds two or more offices shall possess only one vote.
- (6) 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. They will not be entitled to any full or partial refund of annual subscriptions.
- (7) If a member who has been excluded, suspended or subject to other disciplinary action pursuant to clause 10(2) wishes to appeal the decision, that appeal should be made to the Sports Club Registration Sub-Committee which will assess the appeal in consultation with the Club's Senior Treasurer.
- (8) University members subject to disciplinary action have the right to lodge a further formal complaint with the University.

WELFARE

CUSBC 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 Officer:

Name	College	Email
William Ross	Pembroke	wr267@cam.ac.uk

Signed:



Eisah M Suleman
CUSBC Captain
Date: 08/08/2023