



# Cambridge University Lawn Tennis Club Code of Conduct

## Introduction

The Cambridge University Lawn Tennis Club (CULTC) 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 CULTC 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 CULTC. 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 CULTC.

## Our Commitment

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

## Affiliations

CULTC is governed by the constitution of the Cambridge University Lawn Tennis Club, which is registered with the University of Cambridge Sports Service. CULTC is subject to the regulations of the University for clubs and societies as outlined and regulated by the Sports Service and each member is subject to any regulation set by her or his college.

This Code of Conduct is additional to, and by no means replaces, the regulations and guidelines set by the University of Cambridge and by the Lawn Tennis Association.

## **Standards of Behaviour**

Members of CULTC are solely responsible for their conduct when representing the CULTC. 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**

The CULTC 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 [[link](#)].

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

Any individual using the tennis courts does so at their own risk. The University of Cambridge or Cambridge University Lawn Tennis Club cannot be held responsible for any injury incurred, however caused.

## **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**

CULTC 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 CULTC 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. CULTC 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, CULTC 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 CULTC
- 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**

A breach is deemed to occur when a member of the Club brings CULTC into disrepute, breaches this Code of Conduct, or engages in activity that adversely affects the smooth running of the Club. The severity of the breach will be determined and dealt with by the Executive Committee. Should the breach involve any of these officers, other officers of the club shall deputise.

If a serious breach results in expulsion, the excluded member is required to return all Club property, documents and finances to the Club within seven days. They will not be entitled to any refund of annual subscriptions and must pay any subscriptions or other costs owed.

If the excluded or suspended member 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. University members subject to disciplinary action have the right to lodge a further formal complaint with the University.

## **Welfare**

CULTC takes the welfare of its members seriously. Any member of the Club 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.

Welfare Officer 2022/2023: Robert Paraoan (raip2@cam.ac.uk)