



Cambridge University Cheerleading Society CODE OF CONDUCT

INTRODUCTION

The Cambridge University Cheerleading Society (CUCS) 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 CUCS 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 CUCS. 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 CUCS.

OUR COMMITMENT

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

AFFILIATIONS

CUCS is governed by the constitution of SportCheer England, which is registered with the University of Cambridge Proctors. This Code of Conduct is in addition, and by no means replaces, the standards set by SportCheer England, the student's individual college and the overarching Proctor regulations.

STANDARDS OF BEHAVIOUR

Members of CUCS 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.

CUCS SPECIFIC GUIDELINES FOR GOOD CONDUCT

All members are expected to abide by the following guidelines for good conduct: -

- Uphold the status of the University of Cambridge by being in line with all its regulations and expectations
- Promote university spirit within the university colleges and departments and at outside events
- Uphold the integrity of cheerleading as a sport within the university
- Attend all necessary practices and inform the President in advance if you cannot attend
- Never wear Cambridge Cougar uniform at non-society events without express permission from the President
- Never perform under the name Cambridge Cougars without permission from the President

HEALTH AND SAFETY

The CUCS 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 as outlined below: -

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.
- Never tumble or stunt without a member of the coaching staff/ Captains present.
- Always warm up properly before cheering (this involves arriving on time for all practices and events).
- Not attempt stunts they do not know how to perform safely.
- Always use attentive spotters when stunting.
- Always cheer in an area free from obstructions.
- Not stunt on uneven or wet surfaces (including in the rain).
- Never mess around when performing a stunt.
- Never stunt or tumble under the influence of drugs or alcohol.
- Report all injuries to a member of coaching staff as soon as they occur.
- Follow all recommendations from doctors.
- Maintain good body condition throughout the year to safeguard against injuries.
- Always wear appropriate clothing for cheerleading (no loose clothing, sweatpants or sweatshirts).
- Always wear appropriate footwear for cheerleading (no bare feet).
- Never wear any jewellery of any kind when cheerleading (including watches / wrist bands).
- Never chew chewing gum when cheerleading.
- Always keep hair pulled back from shoulders / face when cheerleading.

- Keep nails at a reasonable length and filed (no sharp edges).
- Ask for assistance or advice on anything they are not sure about at any time.

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

CUCS 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 CUCS 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. CUCS 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, CUCS 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 CUCS.
- 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 but may still be subject to fees associated with those events as laid out in the event description by the Social Secretary.

BREACHES OF THE CODE OF CONDUCT

Should a serious breach of the Code of Conduct be identified, the Captains, in consultation with the President, may suspend a member from CUCS 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 Society within 7 days. He/she will not be entitled to any full or partial refund of annual subscriptions.

If the excluded or suspended 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 President.

WELFARE

CUCS 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 Club activities can discuss these, in confidence, with the Club Welfare Officer. More details can be found in our Welfare Policy at <https://www.cambridgeunicheerleading.com/club-documents> .

Signed:

Alice Hathaway and Heather Quayle

CUCS Captains

Date: - 27th July 2020

Signed:

Cassie Chan

CUCS President

Date: - 27th July 2020

I agree that I have read and understood the above information and agree to abide by all of the points set out in this code of conduct.

Name:

Signed:

Date: