

Cambridge University Hare and Hounds: Code of Conduct

May 16, 2018

INTRODUCTION

The Cambridge University Hare and Hounds (CUH&H) 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 CUH&H 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 CUH&H.

OUR COMMITMENT

CUH&H respect the rights, dignity and worth of every person involved in its activities. CUH&H is committed to team members enjoying running in an environment free from discrimination, intimidation, harassment and abuse.

STANDARDS OF BEHAVIOUR

Members of CUH&H are responsible for their conduct when representing the club online, or in person at races and training. Members must at such times:

- 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.
- Identify all copyrighted or borrowed material published online or elsewhere with citations and links. When publishing direct paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author.

At all times members must:

- Refrain from any form of bullying or harassment of others (CUH&H members or otherwise). Harassment includes but is not limited to 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.
- Co-operate with the club on health and safety issues including being mindful of the health and safety of others who may be affected by what they do or not do.
- Not encourage or pressure others into acting against the code.

BREACHES OF THE CODE OF CONDUCT

All CUH&H members are bound by this code of conduct. The disciplinary proceedings described here are applicable when a member of the Club a) brings CUH&H into disrepute or b) breaches the Code of Conduct in a manner deemed serious by the club captain or c) engages in any activity that adversely affects the smooth running of the Club in a major way. Having identified (or been informed of) such a transgression, the club captain in consultation with the club president, may suspend a member from CUH&H and club activities pending further investigation. As soon as is reasonably possible, a subset of the Senior and Junior Committees (the club president, the senior treasurer, the club captain, the other gender captain, and the secretary) would decide whether to rescind the suspension or exclude the member. 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. The expelled members will not be entitled to any full or partial refund of annual subscriptions. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the Junior Proctor.