



Cambridge University Amateur Boxing Club Code of Conduct

INTRODUCTION

Cambridge University Amateur Boxing Club ("CUABC") 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 CUABC 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 CUABC. 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 CUABC.

OUR COMMITMENT

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

CUABC believes that it is the responsibility of all of all its members to challenge discriminatory behaviour and promote equality of opportunity.

AFFILIATIONS

CUABC is governed by its constitution in line with England Boxing, and 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

England Boxing, the student's individual college and the overarching Proctor regulations.

CUABC is also affiliated to England Boxing and abides by their regulations regarding their respective competitions.

STANDARDS OF BEHAVIOUR

Members of CUABC are solely responsible for their conduct when representing their team or the Club. Members must therefore:

- Respect the rights, dignity and values of others;
- Accept success and failure, victory and defeat, with dignity;
- To abide by the International Boxing Association (AIBA)'s Regulations (including its Statutes, Bylaws, Technical & Competition Rules, Code of Ethics, Disciplinary Code and Procedural Rules) insofar as applicable
- Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply;
- Understand that verbal, emotional and physical abuse of officials, coaches, spectators, captains or participants, or deliberately provoking or undermining a participant, captain, coach or official is not acceptable;
- Respect the leadership and decisions of officers of the Club and approach any issues constructively;
- Appreciate that they are representatives of the Club and as such maintain high standards of personal behaviour at all times, upholding the values of the University and the Club;
- 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;
- 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; and
- Understand the repercussions of any breaches of this Code of Conduct.

HEALTH AND SAFETY

CUABC 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.

CUABC coaches will ensure that individuals participating in boxing are as safe as possible, and will: -

§ Consult with boxers individually regarding weight management, and ensure that boxers pursue healthy and realistic diet plans.

§ Arrange for medicals to be conducted annually in accordance with England Boxing regulations.

§ Ensure that all team members comply with England Boxing's Rules and Regulations

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. Members must note that teams or individuals could potentially be subject to random testing during competitions, particularly those at competing at National Level and above. Members caught with banned substances in their system will be subject to disciplinary proceedings.

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CUABC 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 CUABC 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; and
- 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. CUABC 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, CUABC 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; and
- They must not force others to participate in initiations and/or other social and sporting events run by the CUABC 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

Clause 10 of the Cambridge University Amateur Boxing Club Constitution states:

- “(1) Subject to the remainder of this clause 10, the Executive 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, gravely harm the interests of its members, or constitute a breach of the Code of Conduct.
- (2) The Executive Committee may also take other disciplinary action in respect of a member of the Club, commensurate with the seriousness of the offence. The Executive Committee may take action as a result of member behaviour within any Club-organised activities.”

The remainder of Clause 10 outlines the disciplinary process that can be applied when a member is deemed to have satisfied these criteria. Should a serious breach of the Code of Conduct be identified, the President, in consultation with the Captains, may suspend a member from CUABC 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 Junior Proctor within 21 days from receipt of the

appeal decision.

WELFARE

CUABC 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 Captains or the clubs welfare officer.

Role	Name	Email
Male Welfare Officer	Dan Zahedi	drz22@cam.ac.uk
Female Welfare Officer	Ella Palmer	ep541@cam.ac.uk

Signed:

Alexander Stoilov
CUABC Men's Captain
Date:

Signed:

Claudia Tam
CUABC Women's Captain
Date:

Signed:

James Lee
CUABC President
Date: