



October 2023

Code of Conduct for members, coaches and associates of CCCBC

CCCBC has a reputation for being a friendly and inclusive club and we all work hard to maintain that and improve things for the club every year.

The Club is fully committed to safeguarding and ensuring the wellbeing of all its members and those who work for the club. We will endeavour to ensure that all members of CCCBC are treated as individuals, fully respected and can enjoy a safe and supportive environment.

CCCBC members and coaches are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with one of the Committee members of the club. Concerns may be primarily fed back to the Secretary.

As an affiliated club of British Rowing and Oxford University Rowing Colleges, CCCBC members and coaches are required to abide by their respective Codes of Conduct in addition to that of the CCCBC.

All CCCBC members and associates agree to abide by these Standards of Behaviour

1. Members of CCCBC are solely responsible for their conduct when representing the club on and off the water. Members must therefore;
2. Respect the rights, dignity and values of others.
3. Operate within the rules of the sport.
4. Treat facilities, staff, and students at Corpus Christi College and Oxford University with respect and abide by any rules that may apply.
5. Be aware of how their actions may be perceived by others.
6. Maintain high standards of personal behaviour at all times.
7. Conduct themselves in a reasonable manner relating to offensive language and temperament.
8. Refrain from any form of bullying or harassment of others. Harassment is any offensive conduct based on a person's race, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion, or any other status protected by law.
9. Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision.
10. Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed.
11. Refrain from the use of and involvement with illegal substances at all times.
12. Not act in a unlawful manner.
13. Not encourage or pressure others into acting against the code.
14. Understand the repercussions of any breaches of this Code of Conduct.

In addition to the above standards of behaviour, CCCBC members and coaches agree to:

1. Follow the rules and procedures of the club with a particular emphasis on safety the club aims to ensure;
 - Equipment and training systems and protocols, along with workplaces, are safe.



October 2023

- All users of CCCBC facilities and venues have ready access to safety information and are informed in a timely manner on changes in practice and policy and their obligation to adhere to British Rowing's RowSafe guidelines.
 - CCCBC members and coaches receive appropriate training and supervision regarding Health and Safety.
 - CCCBC's premises and facilities are well maintained and compliant with safety and inspection requirements. A safe working environment is encouraged.
2. Respect Club and borrowed resources:
 - Take care with all equipment and report promptly any damage to the Water Safety Officer immediately after an incident where significant damage and/or injury to an individual have been sustained.
 - Ensure that all club equipment and facilities are kept clean (including boats, boathouse, gym etc)
 - Take individual responsibility for ensuring equipment is stored safely including blades, cox boxes, life jackets and other equipment.
 - Be individually responsible for returning any borrowed equipment at the end of each term or as required.
 3. When competing act in accordance with the rules of the competition/event, in particular:
 - Understand, and follow the rules, regulations and guidelines of the competition/event with regards to safety, marshalling, and competing.
 - Follow the instructions of all officials of the competition/event.
 4. Act in a sportsmanlike way during training and competition, in particular:
 - Treat other competitors, coaches, other water users and officials of clubs, competitions and events with respect
 - Avoid sweating at or shouting at others
 - Not threaten others nor engage in acts of verbal/physical/other abuse
 - Respect the rights, dignity and worth of other participants, and not discriminate on the grounds of gender, race, colour, disability, sexuality, age, marital status, occupation or political opinion
 5. Avoid inappropriate relationships between members, coaches, and associates of CCCBC.
 6. Keep to agreed timings and inform the relevant person if they are running late.

Corpus Christi College and Oxford University

Members, coaches, and associated are reminded that whilst participating in Club activities, they are representing CCCBC and Oxford University and should therefore ensure their activities do not bring those organisations into disrepute.



October 2023

Breaches of the Code of Conduct

The CCCBC Constitution states that the Committee has the power to remove or suspend a member if it is in the best interests of the Club that such membership be terminated. The disciplinary proceedings described here are applicable when a member of the Club;

1. Brings CCCBC into disrepute OR
2. Breaches the Code of Conduct in a manner deemed serious by the Club OR
3. 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 President, in consultation with the Club Committee, may suspend a member from CCCBC activities.

In the event of a suspension, the excluded member is required to return all equipment, documents and finances belonging to the Club within 7 days. The suspended member will not be entitled to any full or partial refund of annual subscriptions.

Welfare

CCCBC takes the welfare of its members seriously and sets out its expectations, policies, and procedures in the Club's Constitution. Any member of the Club that has any concerns regarding their welfare or those of others involved in Club activities can discuss these, in confidence, with any member of Committee, but particularly the current Secretary, as the Welfare Representative of the Club.

Signed:

Name:

Date: