

CAMBRIDGE UNIVERSITY RIFLE ASSOCIATION



(Registered Charity 258396)

CODE OF CONDUCT

INTRODUCTION

The Cambridge University Rifle Association (CURA) 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 CURA 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 CURA. 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 CURA.

OUR COMMITMENT

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

AFFILIATIONS

CURA is governed by the constitution of the National Rifle Association, which 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 CURA, the student's individual college and the overarching Sports Service regulations.

STANDARDS OF BEHAVIOUR

Members of CURA are solely responsible for their conduct when representing CURA. 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

CURA 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 Association will therefore take all reasonable steps to ensure that all its activities are safe in line with the Association's Safety Policy.

To support the Association, 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 Association on health and safety issues.
- Correctly use all equipment provided by the Association.
- Not interfere with or misuse anything provided for your health, safety or welfare.
- Ensure that they update the Association and coaches with any medical information or changes to emergency contact details.

ANTI-DOPING

Members of the Association 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. Association Members caught with banned substances in their system will be subject to disciplinary proceedings.

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CURA wishes to promote the Association 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 CURA 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. CURA 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, CURA 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 CURA.
- 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

Matters regarding any breaches of the Code of Conduct will be submitted to the Captain or Senior Treasurer and that individual will present the matter to the Committee. At a disciplinary meeting the Committee in consultation with the Senior Treasurer will decide the disciplinary action, such as suspension or exclusion of the member, in line with the disciplinary process outlined in the Constitution. The Captain, and in their absence any Committee Member present, may immediately exclude a member from participating in shooting activities of the Association on safety grounds, pending investigation. The decision is then to be brought before the Committee as outlined in the Constitution.

WELFARE

CURA 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 Welfare Officers.