

Cambridge University Ski and Snowboard Club Code of conduct

These guidelines should be adhered to by all members of the Cambridge University Ski and Snowboard Club (CUSSC).

1. Committee members:

- a. The committee aims to provide a safe environment for Club members. To do this we make members of the Club aware of our code of conduct and health and safety information that is on the website (www.cussc.org.uk). In addition, this information is kept up to date, and new committee members are made aware of the relevant documentation through the use of a committee-only page on the same website.
- b. The code of conduct and health and safety information is reviewed annually, and shall be kept up to date.
- c. Members of the club are also made aware of the University Safety Policy, and the relevant codes of conduct and safety recommendations from the appropriate National Governing Body through the website.
- d. The Club's Vice-President shall be responsible for health and safety, and the individual shall be made aware of the duties that they have to fulfil by the outgoing committee member.
- e. The Club's president is responsible for promoting a positive safety culture.

2. The Club:

- a. The Club Procedures are compliant with University Policy and the Statutes and Ordinances concerned with University Sports Clubs and Societies.
- b. The Club is registered with the University Sports Service.
- c. The Club shall adhere to the health and Safety guidelines provided by the University Sports Service.
- d. The Clubs' current safety policy and procedures, as well as accompanying information, are displayed on the website.
- e. Risk Assessments are kept up to date.
- f. The Club will insure that coaches have adequate knowledge and/or qualifications for the role that they undertake.
- g. An annual inventory of Club equipment will be carried out, which will be maintained, stored, and disposed of in a safe manner.
- h. Equipment is not used unsupervised by those unskilled in its usage.
- i. Relevant first aid equipment is provided by the Club.

3. Members of the Club:

- a. Club members must take reasonable care to avoid acts or omissions, that can be reasonably foreseen and which would be likely to injure their neighbour. The term 'neighbour' in this context includes other Club members and those with whom they may come into contact with as a result of membership of the Club. This might include, coaches, race officials, opposition teams and individual competitors and the general public.
- b. Members of the club are covered by their personal insurances only.
- c. Members of the Club are covered while competing in skiing and snowboarding activities by the slopes that they are participating activities on and during competitions by the organising bodies that the club is affiliated with (BUSC, part of BUCS).
- d. Members of the Club must abide by the rules of the respective organisations when participating in their events/trips (e.g. Varsity Trip, XScape MK).
- e. When being transported to training and competitions, members are covered by personal insurance only. It should be noted that theft from unattended vehicles is not covered under any of the University's insurances. Equipment or belongings should therefore not be left in an unattended vehicle.
- f. Disciplinary procedures towards Club members may be implemented if the member is deemed to have significantly disregarded the safety policy.
- g. Members of the Club must not be under the influence of alcohol and/or drugs when participating in a CUSSC race or freestyle event.
- h. The President, Race Captain or Freestyle Captain will have the final say on whether a member is fit to participate in a CUSSC event.
- i. Members of the Club must ensure they receive instruction on the correct and safe use of CUSSC ski tuning.
- j. Members of the Club must wear a helmet when representing CUSSC in all snowsports events, may that be racing or training.
- k. Members of the Club must abide by the rules of the piste.
- l. Members of the Club must ensure that all equipment is of the correct specification and well maintained.

4. Anti-Doping

- a. Members of the Club must adhere to the requirements of the World Anti-Doping Agency (WADA) code.
- b. 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.

5. Publications, Internet and Social Media

- a. CUSSC 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 CUSSC members to manage their personal social media presence responsibly. As such, all members are responsible for ensuring that they:
 - i. Refrain from publishing comments about other clubs, players or judges and any controversial or potentially inflammatory subjects.
 - ii. Avoid hostile or harassing communications in any posts or other online communications.
 - iii. 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.
 - iv. Review responses to online posts and resolve any concerns before they are posted.

6. Social Events

- a. Social functions form an important part of a CUSSC's activities. CUSSC 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, CUSSC will aim to organise a range of social events that are as inclusive as possible. Members should be aware that:
 - i. Participation in any form of social activity is completely optional;
 - ii. They must not force others to participate in initiations and/or other social and sporting events run by CUSSC;
 - iii. 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.

7. Welfare

- a. CUSSC 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 Welfare Officer (or President or Vice-President).
- b. The Club's welfare guidelines are detailed in the Club's Welfare Policy.

8. Breaches of the Code of Conduct

- a. The Constitution states that actions may be taken when a member of the Club brings CUSSC into disrepute, breaches the Code of Conduct or engages in any activity that adversely affects the smooth running of the Club in a major way.
- b. Should a serious breach of the Code of Conduct be identified, the club committee, in consultation with the Club President, may suspend a member from CUSSC and Club activities pending further investigation.
- c. 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.