



Cambridge University Powerlifting Club Code of Conduct

2022-2023

CODE OF CONDUCT

The Cambridge University Powerlifting Club (CUPLC) 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 CUPLC 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 CUPLC. 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 CUPLC.

OUR COMMITMENT

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

AFFILIATIONS

CUPLC is governed by the constitution of CUPLC, which is registered with the University of Cambridge Sports Service. This Code of Conduct is in addition to, and by no means replaces, the standards set by CUPLC, the student's individual college and the overarching Proctor regulations.

STANDARDS OF BEHAVIOUR

Members of CUPLC are solely responsible for their conduct when representing CUPLC. 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.
- 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

Cambridge University powerlifting Club 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](#).

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.
- Cooperate with the club on health and safety issues.
- 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.
- Correctly use all equipment provided by the club.

ANTI-DOPING

Members of the Club 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 competing at National Level and above. Club Members caught with banned substances in their system will be subject to disciplinary proceedings.



PUBLICATIONS, INTERNET, AND SOCIAL MEDIA

CUPLC 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 CUPLC 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. CUPLC 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, CUPLC 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 the CUPLC.
- 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

Subject to the following points in this section, the Executive Committee, in consultation with the Senior Treasurer, 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, or materially harm or present a risk of material harm to the interests of its members.

The Executive Committee, in consultation with the Senior Treasurer, may also take other disciplinary action in respect of a member of the Club, commensurate with the seriousness of the offence.

In line with clause 12, written notice of any investigation by the Senior Treasurer will be provided within 28 days of a complaint being received. In the case of serious misconduct, the Club Executive Committee, in consultation with the Senior Treasurer, may suspend a member pending the outcome of the investigation.

The member against whom a complaint has been made will be given an opportunity to make written or oral representations, following the conclusion of any investigation, before a decision is taken regarding expulsion. The expulsion of a member can only be effected, following a majority vote of all Executive Committee members.

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

If a member who has been excluded, suspended or subject to other disciplinary action pursuant to this clause wishes to appeal the decision, that appeal should be made to the Secretary of the University Sports Committee who will convene a Review Group from members of the Sports Committee/Sub-Committees. The Review Group will consider the investigation process and the facts of the case, and their decision will be final.

WELFARE

CUPLC 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 Officers.

Female Welfare Officers – Jane Ambler and Megan Sermon (jpa50@cam.ac.uk & ms2750@cam.ac.uk)

Male Welfare Officer – Kieran Zheng (kz303@cam.ac.uk)

Signed:

Seyedeh Samin Moghimiasl CUPLC Co-President 2022-2023

