



## Cambridge Dancers' Club CODE OF CONDUCT

### INTRODUCTION

The Cambridge Dancers' Club (CDC) 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 CDC (this applies to all teams and groups) 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 CDC. 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 CDC.

### OUR COMMITMENT

CDC respect the rights, dignity and worth of every person involved in its activities. CDC is committed to club members enjoying Dance in an environment free from discrimination, intimidation, harassment (sexual or otherwise) and abuse. CDC believes that it is the responsibility of all of its members to challenge discriminatory behaviour and promote equality of opportunity.

### AFFILIATIONS

CDC is an independent body which is registered with the University of Cambridge Proctors. This Code of Conduct is in addition to, and by no means replaces the student's individual college and the overarching Proctor regulations.

CUDT (Cambridge University Dancesport Team) and CURnR (Cambridge University Rock'n'Roll Team) governed by CDC, are also affiliated to the Inter Varsity Dance Association (IVDA) and the Southern Universities' Dance Association (SUDA) and abides by their regulations regarding their respective competitions.

### STANDARDS OF BEHAVIOUR

Members of CDC and all its Dance teams/groups are solely responsible for their conduct when representing the Cambridge Dancers' Club. 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.

Members are strongly encouraged not to condone, or allow to go unchallenged, any form of bullying, discrimination or harassment (sexual or otherwise). If witnessed, members are strongly encouraged to report it to a CDC or respective team committee member;

## **ANTI-DOPING POLICY FOR COMPETITIVE TEAMS/MEMBERS**

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

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

## **PUBLICATIONS, INTERNET AND SOCIAL MEDIA**

CDC 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 CDC members to manage their personal social media presence responsibly. As such, in publications of or in relation to the club, all members are responsible for ensuring that they:-

- Refrain from publishing abusive or defamatory 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.

## **SOCIAL EVENTS**

Social functions form an important part of a club's activities. The CDC Teams are committed to ensure that all members are able and encouraged to participate in student activities in an atmosphere free from discrimination or fear. As such, all CDC teams will aim to organise a range of social events that are as inclusive as possible. Members should be aware that:-

- Participation in any social activity or form of initiation is completely optional.
- They must not force others to participate in initiations and/or other social events run by CDC 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**

Point 1C of the Cambridge Dancers' Club Constitution states that *"in exceptional circumstances, [the CDC] committee reserves the right to refuse or revoke membership. A motion to revoke membership will require two thirds of the [CDC] Committee present in favour of the motion."* This action may be applied when a member of the Club brings the organisation 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.

Breaches of the Code of Conduct within Teams will be dealt with informally by the respective Team Captains. Should a serious breach or repeated breaches of the Code of Conduct be identified, the Team Captain, in consultation with the Cambridge Dancers' Club President, may suspend a member from the respective Team and Club activities pending further investigation. In case of a breach by a CDC member not associated with a Team, the CDC president makes the executive decision directly.

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

An excluded or suspended member can appeal the decision by following the process outlined in the CDC grievance procedure.

## **WELFARE**

CDC takes the welfare of its members seriously. Any member of the Club that has any concerns regarding their welfare or those of others involved in Team or Club activities can discuss these, in confidence, with the respective Team Welfare Officers or the CDC president.

The CDC commits to properly investigate all complaints. These can be made to any committee member, and will be forwarded to the president. The president will normally ask the complainant for their consent for further investigation. The investigation will be opened within 10 working days unless discussed otherwise. The complainant will be informed of the outcome of the investigation if they request, and dormant investigations can be closed by CDC president. Outcomes of investigations will not be made public except in exceptional circumstances for privacy reasons.