

### **What are the aims of this Code of Conduct?**

- To complement the University's Dignity at Study and Work Policy and Regulation XVII.
- To protect members of the Athletic Union.
- To protect others potentially affected by members' actions.
- Ensure the highest possible standards of fairness, honesty, competition and behaviour.
- Reduce the risk of harm, injury, harassment and nuisance to members and the community in general.
- Create inclusive and vibrant student groups.
- Facilitate an environment to enable all those involved with the Athletic Union to be the best they can be
- Detail the actions that can be taken should the Code of Conduct be breached to ensure a strong reputation both internally and to the University externally.

### **To whom does this Code apply?**

- All members of an Athletic Union Club.
- All persons officially appointed to any team or individual competing in an event (including administrators, coaches, managers, medical practitioners and physiotherapists).
- Supporters of Athletic Union Clubs.

### **Terms of the Code of Conduct**

*All members/participants of a student group agree to abide by the terms outlined below:*

- Adhere to the constitution, general rules, regulations and policies of The University of Manchester Athletic Union.
- Behave in a manner which does not endanger or cause nuisance to other individuals and to abide by The University of Manchester Athletic Union Health and Safety Policies at all times.
- Act responsibly at all times when participating in activities and to avoid actions which could bring The University of Manchester into disrepute.
- Be aware of how their actions may be perceived by others.
- Conduct themselves in a reasonable manner relating to language, noise and behaviour.

- Compete in a manner of fair play, respect for opponents and polite behaviour regardless of the nature of the competition, when representing The University of Manchester in a sports fixture.
- Treat facilities, staff and students at The University of Manchester and other institutions with respect and abide by any rules that may apply.
- Refrain from any form of harassment of others and respect the rights, dignity and values of others.
- Not encourage or pressure others into acting against this Code.
- Operate within the rules, including national guidelines, which govern the activity.
- Not be unduly intoxicated at any event or activity where such behaviour could be deemed unacceptable or unprofessional.
- During social events, especially those involving the consumption of alcohol, be aware of behaviour and its potential impact on others, particularly members of the local community.
- Not act in an unlawful manner.
- Not engage in any activity which results in transient noise in off campus areas.
- Understand the repercussions of any breaches of this Code.

### **Initiations Policy**

**In order to comply with BUCS (British University and Colleges Sport) regulations and as a result of a number of very serious incidents at other institutions The University of Manchester do not permit Initiation Ceremonies.**

Social activities such as welcome evenings, team meals, social nights, trips away and celebration events that welcome new members and a positive first impression of university life are encouraged.

*The following rules must be followed:*

- All activities must be opt-in and have no bearing on the acceptance into the team/squad selection or equivalent.
- Peer pressure must not be exerted on individuals.
- Activities must not be humiliating, unlawful or degrading.
- Activities must not involve the forced consumption of any fluid/substance.
- Taking of alcohol to the activity/event must not be made a condition of attendance.
- If activities involve alcohol then non-alcoholic drinks must be made available.

- Activities must not bring the reputation of The University of Manchester into question or disrepute.

### **Competitions & Fixtures Policy**

*On and off the field each competitor must:*

- Adhere to the laws of the sport.
- Display and promote high standards of behaviour.
- Promote fair play.
- Always respect the official's decision.
- Refrain from engaging in public criticism of game officials.
- Refrain from engaging in offensive, insulting or abusive language or behaviour, whether expressed verbally or via social networking sites or other technology.
- Refrain from engaging in bullying, intimidating or harassment, whether expressed verbally or via social networking sites or other technology.
- Speak to their club-mates, opposition, coach, and SPORT Manchester staff with respect.
- Win or lose with dignity. Thank the opposition and official at the end of every game.

### **Social Media Policy**

According to the Chartered Institute of Public Relations (CIPR), social media are: "Internet and mobile-based channels and tools that allow users to interact with each other and share opinions and content. It involves the building of communities or networks and encouraging participation and engagement." This is the recognised definition for the purpose of this document.

Any communications that Athletic Union members make in a Sports Club capacity through social media must not;

- do anything that could be considered discriminatory against, or bullying or harassment of, any individual, for example by:
- making offensive or derogatory comments relating to sex, gender reassignment, race (including nationality), disability, sexual orientation, religion or belief or age or;
- using social media to bully another individual or;
- posting images that are discriminatory or offensive or links to such content or;
- bring the Athletic Union into disrepute, for example by:
- criticising or arguing with students, employees or competitors or;

- making defamatory comments about individuals or other organisations or groups; or
- posting images that are inappropriate or links to inappropriate content.

### **AU Clubs Balancing Sports & Academics Policy**

SPORT Manchester feel a clear and concise policy needs to be communicated to our Athletic Union students regarding balancing academics and sport, especially on Wednesday afternoons.

We are 100% committed to providing our students a great sporting experience and whilst we feel sport greatly enhances their academic and personal skills, students' attendance at University other than Wednesday afternoons should not suffer due to sporting commitments. There is an allocated window after 1pm on Wednesdays for sports and other extra-curricular activity.

We, as the Athletic Union, understand that students are at the University to learn and obtain a good degree. They should not be missing any lectures/seminars that could jeopardise this. Any sporting ventures they wish to participate in with our clubs are additional to, and not instead of, their academic requirements.

However, for those competing in higher leagues (generally first teams), away fixtures may create occasions when travel will occur before 1pm. In this case the student should;

- Contact their academic advisor to make them aware of the circumstances in good time.
- Contact the Sport Sabbatical Officer if a letter of absence is required.
- Ensure that permitted leave granted is in writing, i.e. email.

We encourage all students to effectively manage their time to have a healthy work/sport balance.

### **Sanctions for breaching the Code**

Any breach of this Code of Conduct may result in one or more sanction, which may include a fine, removal of the student from The Athletic Union, removal of team privileges, a match ban and/or disciplinary proceedings by the University. If the incident occurred at the end of an academic year the sanction(s) may be levied for the following year.

The sanction process is initiated once an action is reported to the Sport Sabbatical Officer or a SPORT Manchester staff member. The Sport Sabbatical Officer will ask for a full written account of the incident and record from the person reporting the incident as well as the named club/individual. Reports can be made anonymously and strict confidentiality will be ensured.

The club/individual in question will be then be invited to a meeting to openly discuss the issue raised with the Disciplinary Committee, and using the sanction table below the Disciplinary Committee will issue the level of sanctioning they deem appropriate. The Disciplinary Committee will consist of the Head of Sport, the Sport Sabbatical Officer and a member of the Athletic Union Executive Committee (to be nominated by the Sport Sabbatical Officer).

\*The Disciplinary Committee reserve the right to impose more than one of the sanctions listed below. These are merely examples of actions and penalties that could be imposed. These are not exclusive or exhaustive.

<b><u>Directly representing the Athletic Union</u></b>	<b><u>Off – field behaviour</u></b>
This includes (but is not limited to)- - Wearing University branded clothing - During BUCS fixtures - During Wednesday night university tied socials	
<b>Level 1 possible outcome- Formal Warning from the Athletic Union</b>	
Inappropriate sportsmanship	Inappropriate sportsmanship
	Mild abuse or trolling over social media
<b>Level 2 possible outcome- Social/ Performance Bans, Removal of Committee Positions, Community Service</b>	
Extreme inappropriate sportsmanship	Minor physical or verbal abuse
Abusive language about a university team (Internal or external) on a personal account.	Extreme abuse or nudity/offensive content on social media
<b>Level 3 possible outcome- Banned indefinitely from the Club in question/ Banned from representing the university in any Athletic Union sport or activity.</b>	
Physical inappropriate sportsmanship	Major physical or verbal abuse
Abusive language using a club's social media account	Vandalism
Minor physical or verbal abuse	Anti-social behaviour
Vandalism	
Minor indecent exposure	
Antisocial behaviour	
<b>Level 4 possible outcome- Reported to the University and/or Police for sanctioning and disciplinary actions</b>	
Major indecent exposure	Major indecent exposure
Criminal activity	Criminal activity

\*Please also be aware of **Regulation XVII of the University of Manchester** (<http://documents.manchester.ac.uk/display.aspx?DocID=6530>) which requires that every student shall maintain at all times and in all places an acceptable standard of conduct and shall comply with regulations made by the University or by the authorities of any institution or organisation which a student may be required to work in or visit as part of his or her prescribed programme of study.

Name of Club:

Club member's names:

Date: