

JCBC Summary of Code of Conduct for Guests at Club Events

The Club and its members seek to uphold an environment of inclusivity, respecting and caring for the rights, dignity and worth of all participants. We aim to communicate with others in a way that reflects this respect and care. If they feel safe to do so, we hope that our members will challenge any behaviour they may encounter which goes against this culture.

1. Purpose

- 1.1. This document summarises the code of conduct as it applies to student members of the Club, visiting alumni, other guests and coaches. It is intended to ensure that guests at Club events have a clear understanding of what is expected of their behaviour and gives guidance on how to raise a complaint.
- 1.2. The standards of behaviour suggested in this document should be behaviour that members of the Club would uphold anyway. However, we note that acceptance of this Code is a condition of invitation to Club social events.

2. Code of Conduct for Guests at Boat Club Social Events

All individuals are expected to:

- 2.1. comply with reasonable instructions given by student representatives and event staff;
- 2.2. not engage in bullying, coercion or other acts of abuse, including sexual, verbal and physical abuse;
- 2.3. aim to foster an environment free of harassment and abuse, including sexual, verbal and physical abuse;
- 2.4. recognise that consent to sex or intimacy:
 - 2.4.1. must be full and enthusiastic
 - 2.4.2. cannot be given under threat, or through pestering or coercion
 - 2.4.3. must be specific and informed
 - 2.4.4. is reversible;
- 2.5. recognise that intoxication from alcohol or drugs may inhibit an individual's ability to consent. The more severely intoxicated an individual is, the lower their ability to consent;
- 2.6. not force or encourage others to drink more than they ought or wish and adhere to the College's *Alcohol Policy*;

3. Guidance on Complaints

- 3.1. Guests may ask the Welfare Officer, Captains Head Coach, or another preferred contact point to facilitate a referral to the College complaints procedures.
 - 3.1.1. Complaints brought by a **guest against a student** would be dealt with in line with the College's *Rules of Behaviour for Students* policy:
(<https://jnet.jesus.cam.ac.uk/system/files/documents/pdf/Rules%20of%20Behaviour.pdf>)
 - 3.1.2. Complaints brought by a **guest against a guest** would be passed on to the Director of Development and Alumni Relations.
- 3.2. In addition, any serious violation of the rules and regulations of the Club may also be dealt with using Part X of the *Jesus College Boat Club Constitution*.

