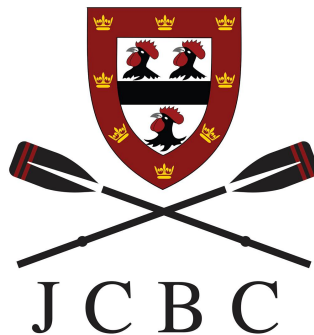


# Jesus College Boat Club

## Code of Conduct and Complaints Guidance



The Club and its members believe that rowing ought to support all participants' academics, social lives and well being. We 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, act with good sportsmanship and act as positive role models for other members. If they feel safe to do so, we hope that our members will challenge any behaviour they may encounter which goes against this culture. Positive behaviour in line with this code of conduct is particularly important in a competitive atmosphere and competitive advantage cannot justify its absence.

## **1. Purpose**

- 1.1. This document applies to all student members of the Club, visiting alumni, other guests and coaches. It is intended to ensure that all participants have a clear understanding of what is expected of their behaviour during all Club activities. It also gives guidance on how to raise a complaint when an individual feels that these standards have not been upheld.
- 1.2. This document does not apply to employees of the College, who are governed by the College's policies and employment law.
- 1.3. 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 membership of the Club.

## **2. Code of Conduct for All Participants involved in Jesus College Boat Club**

All individuals are expected to:

- 2.1. adhere to the letter and the spirit of British Rowing, Cambridge University Combined Boat Clubs, Jesus College, and Jesus College Boat Club Codes, Regulations, Rules and Policies;
- 2.2. make every reasonable effort to attend their outings punctually, taking into account any preparation that is required at the boathouse before the start of any session, or to find a substitute in reasonable time;
- 2.3. comply with reasonable instructions given by relevant coaches, umpires and officials;
- 2.4. not deliberately damage or misappropriate property belonging to the Club or another individual and report any damage of Club property to the Boatperson as early as possible;
- 2.5. to represent the Club appropriately at racing events, wearing Club colours (JCBC kit wherever possible) and avoiding foul language;
- 2.6. not carry out or condone any acts for the purpose of cheating or the manipulation of competition;
- 2.7. not discriminate based on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity;
- 2.8. not engage in bullying, coercion or other acts of abuse, including sexual, verbal and physical abuse;

- 2.9. aim to foster an environment free of harassment and abuse, including sexual, verbal and physical abuse;
- 2.10. recognise that consent to sex or intimacy:
  - 2.10.1. must be full and enthusiastic
  - 2.10.2. cannot be given under threat, or through pestering or coercion
  - 2.10.3. must be specific and informed
  - 2.10.4. is reversible;
- 2.11. 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;
- 2.12. not force or encourage others to drink more than they ought or wish and adhere to the College's *Alcohol Policy*;
- 2.13. recognise that power imbalances often arise in the club, some of which may arise:
  - 2.13.1. between novice and senior rowers
  - 2.13.2. between students and non-students
  - 2.13.3. due to committee positions and the real or perceived influence that one individual has over another's place in their boat or in the Club
  - 2.13.4. when coaching an individual;
- 2.14. be sensitive to the fact that commentary, even if intended in a complimentary manner, on an individual's physicality or weight may cause distress;

### **3. Additional Code of Conduct for Committee Members and Coaches (Excluding Employees of the College)**

All committee members and coaches (excluding College employees) are expected to:

- 3.1. comply with the College's *Policy on Handling Confidential Information* (<https://jnet.jesus.cam.ac.uk/system/files/documents/pdf/Identification%20and%20Handling%20of%20Confidential%20Information.pdf>) and *Data Protection Policy* ([https://jnet.jesus.cam.ac.uk/system/files/documents/pdf/Data%20Protection%20Policy\\_0.pdf](https://jnet.jesus.cam.ac.uk/system/files/documents/pdf/Data%20Protection%20Policy_0.pdf));
- 3.2. work respectfully with other organisations, ensuring that required levels of communication, collaboration and permissions are observed;
- 3.3. give appropriate notice of sessions to participants;
- 3.4. not use information that they are privy to because of their position for any reason other than for which it was given;
- 3.5. use their position to promote the objectives of the Club and the welfare of its members, and not for personal gain;
- 3.6. recognise the rights of participants to seek advice from other coaches and experts;
- 3.7. not overstate their influence on an individual's position in their boat or in the Club.

### **4. The Welfare Officer**

- 4.1. The role of the Club Welfare Officer (CWO) is to support the club, and everyone affiliated with it, to create safe, inclusive environments and respond to concerns and disclosures. The CWO must not be someone involved directly in coaching, organising outings, or setting crews.
- 4.2. While the CWO is a welfare focal point, members are welcome and encouraged to bring their concerns to any other committee member or trusted individual.

### **5. Guidance on Complaints**

- 5.1. Students with complaints are encouraged to speak with the Welfare Officer, Captains, Coaches, Senior Treasurer, Head Coach or another committee member (the “contact point”) to discuss. If an individual has a complaint but is unsure as to whether it is valid, useful or worthwhile, they are urged to speak to one of these individuals for a friendly conversation. No action need be taken if the complainant does not wish to.
- 5.2. If a contact point is unsure of how to deal with the complaint or does not have the capacity, they should seek the advice of the Welfare Officer, Senior Treasurer or Head Coach.
- 5.3. No contact point can offer complete confidentiality and, if they believe someone is at risk of harm, must inform either the Head Coach, Senior Treasurer or Welfare Tutors in College.
- 5.4. If the issue is minor, the complainant and their chosen contact point will explore ways to resolve it informally at the earliest instance. Any informal resolution must be discussed first with the Head Coach or Senior Treasurer.
- 5.5. If the concern is more substantial or of a serious nature, the contact point will facilitate a referral to the College complaints procedures (detailed below) and support the student in this process, should they wish to pursue it.
  - 5.5.1. More serious complaints brought by a **student against another student** would be dealt with in line with [the College's student on student misconduct procedures](#).
  - 5.5.2. More serious complaints brought by a **student against a non-student coach, non-student volunteer or alumnus** would be dealt with in line with [the College's procedure for dealing with complaints from students](#).
  - 5.5.3. More serious complaints brought by a **non-student coach or volunteer or alumnus against a student** would be dealt with in line with the College's *Rules of Behaviour for Students* policy.
  - 5.5.4. More serious complaints brought by a **non-student coach or volunteer against a non-student coach or volunteer or alumnus** would be dealt with in line with the College's *Staff Grievances Procedure*.
  - 5.5.5. Complaints brought by an **alumnus against an alumnus** would be passed on to the Director of Development and Alumni Relations.
- 5.6. In addition, any violation of the rules and regulation of the Club may also be dealt with using Part X of the *Jesus College Boat Club Constitution*.