

APPENDIX E – CODES OF CONDUCT FOR SPORTS CLUBS AND SOCIETIES

YORK SPORT UNION CODE OF CONDUCT

What is the Code of Conduct?

This Code of Conduct sets out the expected behaviour of all members of York Sport Union, when participating in any activity or event, in-person or online. This includes, but is not limited to, sports fixtures, social events, travelling to and from an activity, trips and online communication under the name of York University Students' Union (YUSU), York Sport Union or the University of York (UoY).

What are the aims of this Code of Conduct?

- To protect members.
- 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 wider community.
- Create an inclusive student environment.
- Detail the actions that can be taken should the Code of Conduct be breached.

To whom does this Code apply?

- All members of a Student Group.
- All persons officially appointed to any team or individual competing in an event (including administrators, coaches, managers, medical practitioners and physiotherapists).
- Spectators/supporters of a student group.

Terms of the Code of Conduct;

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

All members must adhere to the constitution, general rules, regulations and policies of YUSU and the University of York.

1. Members should not undertake any action which could bring the reputation of the Club, YUSU or the University into disrepute.
2. A member must not participate in action which might cause damage to themselves or others.
3. Members must report any action that may cause or have caused damage to themselves and others.
4. Members must respect the property of the University, YUSU, the Club and of other members.
5. Socials (and any related activity) must be opt-in only and have no effect on eligibility to hold membership of the Club or a committee position.
6. Members of the Club should not pressure or coerce any other member into any action with which they feel uncomfortable.
7. Members must act responsibly at all times when participating in activities and to avoid actions which could bring the group, YUSU, UoY or sponsors/funders into disrepute.
8. Members should be aware of how their actions may be perceived by others.
9. Members must conduct themselves in a reasonable manner relating to language, noise and behaviour.
10. Members must compete in a manner of fair play with respect for opponents and polite behaviour regardless of the nature of the competition, when representing YUSU/the University in a sports fixture.
11. Members must treat facilities, staff and students at the University and other institutions with respect and abide by any rules that may apply.
12. Members must refrain from any form of harassment of others and respect the rights, dignity and values of others.
13. Members must not encourage or pressure others into acting against the Code of Conduct.

14. Members must operate within the rules, including national guidelines, which govern the activity.
15. Members must not carry out initiation ceremonies as detailed below.
16. Members must not be unduly intoxicated at any event or activity where such behaviour could be deemed unacceptable or unprofessional.
17. Members must abide by the law at all times.
18. During social events, especially those involving the consumption of alcohol, to be aware of behaviour and the impact on others, particularly members of the local community.
19. Members must not consume alcohol whilst being transported to or from any activity organised under the umbrella of the student group, YUSU or UoY.
20. Members take responsibility for their own understanding of this Code of Conduct and the repercussions of any breaches and must seek further information or clarification if they are unsure about how it should be applied.

Initiations;

In line with the majority of Universities and as a result of a number of very serious incidents, including the death of students at other institutions, YUSU and the University of York 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. Initiation ceremonies involving intimidating, humiliating acts that can amount to bullying are not permitted. They do not encourage the welcoming and inclusive student groups that YUSU and UoY encourages.

The following rules must be followed:

- All activities must be opt-in and have no bearing on the acceptance into the Student Group or team/squad selection etc.
- 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 YUSU, The University of York, or the Student Group into question or disrepute.

The organiser of the event and the Club Captains/Presidents of the group will be held responsible for any Initiation Ceremony that takes place and will run the risk of being suspended or expelled from University should any instances occur.

All organisers are encouraged to speak to the York Sport President for guidance regarding welcome events.

***YUSU and UoY definition of an initiation ceremony:**

“An event at which members of the group are expected to perform an activity as a means of gaining credibility, status or entry into that group. This peer pressure is normally (though not explicitly) exerted on first year students or new members and may involve the consumption of alcohol, eating various food stuffs, nudity and behaviour that may be deemed humiliating”.

What happens if this Code of Conduct is breached?

If YUSU or UoY receives information that indicates an activity of a Student Group may be in breach of this Code of Conduct, the following steps will be taken:

1. The sanction process is initiated once an action is reported to the Sports President or Students’ Union staff members. Reports can be made anonymously and strict confidentiality will be ensured.
2. An appropriate staff member will contact the Student Group in question to obtain further information and to check if any action has or will be taken by that group.

3. The alleged breach will be investigated and if satisfied that a breach may have occurred it will be referred to the appropriate body for consideration. This will depend on the severity of the alleged breach. Those responsible for reviewing and ruling on the complaint may include YUSU elected officers, or a review group including, for example, YUSU's Sports Participation Manager, YUSU's Chief Executive, the Head of Sport and YUSU trustees. YUSU's elected officers may sit on the review group.
4. The reviewing body will make a ruling on the breach and issue sanctions befitting the severity of the breach of the Code.
5. Where it is believed the University's regulations and policies are breached, the University may decide to take action in addition to any action the review group imposes.

Sanctions for breaching the Code;

Any breach of this Code of Conduct may result in York Sport, Union-level or University disciplinary action. Each of these can lead to one or more sanctions, which may include a match ban, removal of the student from the Student Group, removal of group privileges. More serious breaches can lead to Union and/or University disciplinary action which may impose disciplinary sanctions which affect individuals' students to be a member of any sports club, to be a member of YUSU or to continue their study at the University and can also impose fines. If the incident occurred at the end of an academic year the sanction(s) may be levied for the following year. Set out below is a matrix that details the decision making process and likely sanctions.

Code of Conduct Matrix;

The following is a guide to what might be expected and individual sanctions may vary on a case by case basis.

	Likely severity of harm (injury to person and/or damage to reputation)			
B r e a c h o f t h e C o d e		Slightly harmful (minor or no injury/no or low reputational damage) (1)	Harmful (hospitalisation/local level reputational damage to YUSU or University) (2)	Extremely harmful (major injury or death/national level reputational damage to YUSU or University) (3)
	No/minor breach; (1)	1	2	3
	Moderate breach; (University rules broken) (2)	2	4	6
	Major breach; (civil/criminal law broken) (3)	3	6	9

Group sanctions:

1	Warning
	Letter of apology to be written
2	Training cancellation
3	Grant reduction
	Match cancellation
4	Reduction of core training hours
	Loss of performance sport privileges
	Removal of privileges (e.g. room facilities, email, coaching, hiring vehicles, focus sport) for one month
	Removal of grant funding and/or the ability to apply for funding the following year
6	Removal of team(s) from BUCS Competition for 1 year
	Removal of club from BUCS Competition for 1 year
	Removal of performance sport privileges
	Removal of privileges (e.g. room facilities, email, coaching, hiring vehicles, focus sport)
	Removal of stall at Fresher's Fair
9	University disciplinary action
	Disbandment of Student Group

Individual sanctions:

1	Warning
	Letter of apology to be written
2	Match ban
3	Numerous match bans
	Removal of privileges
4	Expulsion of the individual from the Student Group
6	Expulsion of membership from YUSU
	Removal of individuals from BUCS Competition for 1 year
9	University disciplinary action

Appeals;

If you are unhappy with the outcome of the ruling and/or the sanctions applied, you may appeal within 10 days of receiving the decision.

- Your appeal will be considered on the basis of the information you submit to the Review Group
- New evidence will not be considered.

Your appeal will usually be considered within 28 days following submission of your appeal request.

Glossary of Terms

BUCS – British Universities & Colleges Sport is the national governing body for higher education sport in the UK. It organises the majority of competitions entered by sports teams.

Club President – Similar to a Chair Person, the Club Captain is a student who is elected by the club's membership to run the sports club.

Initiation Ceremony - An event at which members of the group are expected to perform an activity as a means of gaining credibility, status or entry into that group. This peer pressure is normally (though not explicitly) exerted on first year students or new members and may involve the consumption of alcohol, eating various food stuffs, nudity and behaviour that may be deemed humiliating.

Performance Sports – Specific sports have been granted Focus Sport status by York Sport Committee to reflect their commitment to high performance, good management and development of the sport. These clubs are offered facility time and paid coaching time.

Student Group – a Sports Club, Society, Media Product, RAG or Volunteering Project affiliated to YUSU

York Sport President – The York Sport President is the full time elected Sabbatical Officer who runs York Sport Union and represents all students within it.

SOCIETIES CODE OF CONDUCT

What is the Code of Conduct?

This Code of Conduct sets out the expected behaviour of all society members, when participating in any activity or event, in-person or online. This includes, but is not limited to, society event, social events, travelling to and from an activity, trips and online communication under the name of York University Students' Union (YUSU), your Society or the University of York.

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- To protect others potentially affected by members' actions.
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To whom does this Code apply?

- All members of a Student Group.
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Terms of the Code of Conduct;

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

All members must adhere to the constitution, general rules, regulations and policies of YUSU and the University of York.

1. Members should not undertake any action which could bring the reputation of the Society, YUSU or the University into disrepute.
2. A member must not participate in or omit to mention anything which might cause damage to themselves or others.
3. Members must report any action that may cause or have caused damage to themselves and others.
4. Members must respect the property of the University, YUSU, the Society and of other members.
5. Socials (and any related activity) must be opt-in only and have no effect on eligibility to hold membership of the Society or a committee position.
6. Members of the Society should not pressure or coerce any other member into any action with which they feel uncomfortable.
7. Members must act responsibly at all times when participating in activities and to avoid actions which could bring the group, YUSU, the University or sponsors/funders into disrepute.
8. Members should be aware of how their actions may be perceived by others.
9. Members must conduct themselves in a reasonable manner relating to language, noise and behaviour.
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- If activities involve alcohol then non-alcoholic drinks must be made available.
- Activities must not bring the reputation of YUSU, the University of York, or the Student Group into question or disrepute.

The organiser of the event and the Society President/Chair of the group will be held responsible for any Initiation Ceremony that takes place and will run the risk of being suspended or expelled from University should any instances occur.

All organisers are encouraged to speak to the Student Activities Officer for guidance regarding welcome events.

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Group Sanctions:

1	Warning
	Letter of apology to be written
2	Society event cancellation
3	Grant reduction
4	Removal of privileges (e.g. room facilities, email) for one month
	Removal of grant funding and/or the ability to apply for funding the following year
6	Removal of privileges (e.g. room facilities, email)
	Removal of stall at Fresher's Fair
9	University disciplinary action
	Disbandment of Student Group

Individual sanctions:

	Warning
1	Letter of apology to be written
2	Society event ban
3	Removal of privileges
4	Expulsion of the individual from the Student Group
6	Expulsion of membership from YUSU
9	University disciplinary action

Appeals;

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