

RGU SPORTS CLUBS CODE OF CONDUCT



1.0 INTRODUCTION

This is the Code of Conduct applies to all members of an RGU Sports Club and any individual that volunteers within an RGU Sports Club. It applies to:

- Organised RGU Sports Club activity. This includes, but is not limited to; sports club fixtures, competition, social events, travelling to and from organised events and online communication under, and including any association name of RGU Sports Clubs, RGU Union and Robert Gordon University.
- Services or facilities they enjoy by virtue of being a member or volunteer of an RGU Sports Club.
- Their presence in the vicinity of, or their access to, any premises owned, leased or managed by the Robert Gordon University, RGU Union or RGU Sports Clubs.
- Any activity not covered by the above, which is considered to adversely affect student safety, interests or reputation of RGU Sports Clubs, its students and representatives as outlined in this code.

Robert Gordon University's **Dignity at Work and Study Policy** and **Academic Regulation A3-2 Student Misconduct Procedure** are applicable to all students of the university and may supersede the RGU Sports Clubs Code of Conduct in any instances deemed appropriate by the President of Sport and Physical Activity, in consultation with the Head of Sport and Sport and Physical Activity Development Manager. These instances will be escalated to the University to take on investigative and disciplinary responsibility. All members, whether student or otherwise, are strongly encouraged to the read the **Dignity at Work and Study Policy** and **Academic Regulation A3-2 Student Misconduct Procedure**.

RGU Sports Club members are automatically members of RGU Union and therefore, must abide by the **RGU Students' Union Code of Practice**.

2.0 AIMS OF THE CODE OF CONDUCT

The essence of good ethical conduct and practice are summarised below:

- To protect affiliated members of RGU Sports Clubs.
- To protect others potentially affected by member's actions.
- Ensure the highest possible standards of fairness, honesty, competition and behaviour.
- Consider the wellbeing and safety of participants and reduce the risk of harm, injury, harassment and nuisance to members and the community in general.
- Create inclusive and vibrant student groups, and promote the positive aspects of participating in sport.

- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Detail the actions that can be taken should the Code of Conduct be breached

3.0 TO WHOM DOES THIS CODE OF CONDUCT APPLY?

This Code of Conduct applies to all parties associated with RGU Sports Clubs, as summarised below:

- All members of an RGU Sports Club.
- All persons officially appointed to any team or individual competing in an event (including; administrators, coaches, managers and any other appointed staff, volunteers or students).
- Robert Gordon University Student supporters of an RGU Sports Club or Individual athlete.

4.0 MEMBER CONDUCT

Every member of an RGU Sports Club has a responsibility to conduct themselves in a manner which positively reflects themselves, their club, RGU Union and the University, when taking part in organised RGU Sports Club activity.

The RGU Sports Clubs community operates under conditions which permit freedom of thought/expression, mutual trust, confidence and respect the rights of other persons.

RGU Sports Club members are required to comply with **Robert Gordon University and RGU Union policies, constitution's and regulations**. Due to current circumstances surrounding the COVID pandemic, all RGU Sports Clubs Members are also required to comply with the RGU Sports Clubs Guiding Principles.

In turn RGU Sports Clubs will:

- Make this guidance available to all.
- Will make student welfare a priority, by attempting to act as early as possible to minimise member or volunteer distress.
- Seek to share guidance and sources of support during/following disciplinary procedures.
- Deal with all disciplinary issues in a proportionate and transparent way
- Respect the need for confidentiality
- Follow data protection legislation.

5.0 MISCONDUCT

In line with Robert Gordon University's **Dignity at Work and Study Policy** actions deemed as a breach of conduct include:

- 5.1 Harassment**, is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
- 5.2 Bullying**, can be characterised as offensive, intimidating, malicious or insulting behaviour. An abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying behaviour is very similar to harassment, but it is not related to a protected characteristic.
- 5.3 Hate Crime**, is any crime that is motivated by hostility on the grounds of race, religion, sexual orientation, disability or transgender identity.
- 5.4 Victimisation**, is defined as treating a person negatively because they have claimed discrimination under the Equality Act, supported someone who has done so, done any other thing related to the Equality Act or claim that someone has acted unlawfully under the Act.
- 5.5** A list of illustrative examples of the above behaviours can be found in appendix A of the University's **Dignity at Work and Study Policy**. Individuals who are unsure if they are being subjected to any of these behaviours should seek guidance from the President of Sport and Physical Activity.
- 5.6 Anti-social Behaviour**, is defined as behaviour by a person which causes, or is likely to cause, harassment, alarm or distress to persons out with your group or household.
- 5.7** When attending British University and College Sport (BUCS) or Scottish Student Sport (SSS) activity, every member, volunteer and spectator is expected to behave in accordance with BUCS regulation 5 Misconduct and Bringing BUCS Into Disrepute.

6.0 REPORTING AND INVESTIGATION MISCONDUCT/PROCEDURE?

Inappropriate behaviour should be reported to the President of Sport and Physical Activity, who will carry out an initial investigation. Following an initial investigation if deemed necessary, the RGU Sports Club member(s) may be invited to a disciplinary hearing, held by the disciplinary hearing.

The disciplinary hearing is an opportunity for those involved to share their account of events. Following the hearing the disciplinary committee will devise outcomes including possible sanctions.

Where students of Robert Gordon University are concerned, RGU Sports Clubs may escalate investigative and disciplinary responsibility to the University, under **Academic Regulation A3-2 Student Misconduct Procedure**, primarily in cases of severe misconduct or where an individual is in immediate danger.

7.0 DISCIPLINARY COMMITTEE

Following investigation, a Sports Club Member, Volunteer or Club, will be brought in front of the disciplinary committee, comprised of: Vice President of Sport, a member of the Sport and Physical Activity Team, an RGU SPORT representative and a non-sports member of the Union Executive Board.

The club will be informed 10 working days before the meeting and must attend.

The President of Sport & Physical Activity will be responsible for organising the hearing and will present to the committee.

The club/individual must inform the President of Communications and Democracy within five working days if they wish to place an appeal. The appeal committee will consist of: The President of Communications and Democracy, an RGU SPORT representative and a member of the sports forum. The President of Communications and Democracy is the convener. The club will be informed 10 working days before the meeting and must attend.

If any of the above are absent at the time, the committee will comprise of those deemed suitable by RGU Union and RGU SPORT.