

## Code of Conduct

### Introduction:

In order to enable CUTKD to be a safe and inclusive space for everyone we set out certain expectations of conduct for our members.

We hope that all members will abide by the five tenets of taekwondo: courtesy, integrity, courage, perseverance and indomitable spirit.

### Affiliations:

Cambridge University Taekwondo society is registered under the University of Cambridge Proctors. This code of conduct is in addition to, and by no means replace colleges' rules, Proctor regulations, society constitution and British Taekwondo guidelines.

### Standard of behaviours:

Members of CUTKD are solely responsible for their conduct when participating in the society's activities or representing the society in any competitions/events. Members must therefore:

- Respect the rights, freedom and properties of other members
- Not act in an unlawful manner;
- Not encourage or pressure others into acting against the code;
- Understand the repercussions of any breaches of this code of conduct.

Members are expected to comply with the following norms of respectful behaviour at training:

- members will bow upon entering and leaving the dojang (training hall)
- members will show respect to their instructor and seniors
- members will bow appropriately at the start and end of each session
- members will treat club property with respect

Members are strongly encouraged not to condone, or allow to go unchallenged, any form of bullying, discrimination or harassment in relation to gender, age, race, sexuality and/or ablebodiedness. If witnessed, members are strongly encouraged to report such behaviour. This can be done by talking to our designated welfare officer or any member of the committee. If you feel more comfortable doing so, there is an Anonymous Report form on our website where you can submit any concerns for our welfare secretary to act on.

### Safe practice:

Members are expected to train in a safe manner:

- Members must apply for British Taekwondo Insurance after their first session and renew insurance when expired in order to continue training. Those who have not applied or renewed their insurance will be turned away from the session.
- Members must wear gear appropriate to the intensity of the training that they are carrying out.
- Members are also expected to understand their own physical limits and comfort zones, to not exceed these so as to cause injury to themselves, and/or others, and to

communicate with the instructors, and/or their training partners, any adjustment that may need to be made.

- Members are expected to make reasonable adjustment should their training partner request it.

On our website we have compiled advice from instructors and club members about safe practices, we recommend familiarising yourself with this and implementing some of the advice. This can be found under the 'Welfare' section.

Publication and social media:

Any photographic or video representations of members should not be stored and/or transmitted in any format without their prior consent. Such consent may be verbal or written and can be withdrawn at any point in time.

Breaches of the code of conduct:

Members of CUTKD are responsible for reporting any witnessed breaches of the code of conduct to a committee member. The welfare secretary at the time is the recommended point of contact (you can find their details on the website), however if you would prefer to speak to a different committee member feel free to do so. There is an anonymous online report form available through our website if you would prefer to report such breaches in this way.

The club's only disciplinary sanctions are to officially warn, expel or to suspend a member whose actions are in breach of the code of conduct. Such disciplinary action will be executed with the majority vote of the Executive Committee members (including the Senior Treasurer). The member in question will not be entitled to any refund of training subscription costs. You can find our full disciplinary procedure on our website under the 'welfare' section.

If the excluded or suspended member wishes to appeal the decision, that appeal should be made to the Senior Treasurer, who will consider all the facts, and whose decision will be final. An appeal as to the process of exclusion, but not a further investigation into the facts, may be lodged with the Junior Proctor.

Welfare:

If you have any concerns about your welfare or the welfare of another club member, please do tell us. We are here to listen and/or act on any concerns you may have.

The first point of contact if you have any concerns is our welfare officer, please see the committee page on the website to find their details. However, everyone in the committee is willing to listen if you feel more comfortable talking to them. Equally, we have an anonymous reporting system on our website (messages go to our welfare secretary) if you wish to remain anonymous and/or would prefer not to talk in person.

Examples of inappropriate behaviour:

Example 1:

Persistently messaging a club member with the intention of pursuing a deeper (perhaps more intimate) relationship, in spite of the member in question clearly objecting to and declining such requests.

Example 2:

Inappropriate comments both during and outside of training. These may or may not be of a sexual nature. For example, comments which sexualise the practice of taekwondo.

Example 3:

With your sparring partner you agreed to 'go lightly' because your partner is afraid of getting injured. In such an event inappropriate behaviour would include kicking too hard and attempting head kicks.