



Code of Conduct for Oxford University Rugby Football Club (OURFC) members

We are ONE Club, treat everyone with the respect and care that you treat your own teammates and that you would expect to be treated with – regardless of their team, position, age, gender, ability, race, cultural background, religious beliefs or sexual identity.

OURFC is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The Club believes that it is important that members, coaches, administrators, committee members, alumni and supporters associated with the Club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the Club Captains or Secretaries. If there is a conflict of interest or difficulty in communicating with the Club Captains or Secretaries, then please contact the General Manager, the Welfare Officer, the Club Chair or Deputy Chair. Please state the level of confidentiality you would like at the outset of the conversation.

Women's Captain: Abby D'Cruz	dcruz@well.ox.ac.uk	07490395143
Men's Captain: Ed David	Edward.david@st-hildas.ox.ac.uk	07595024325
Women's Secretary: Susannah Rees	susannah.rees@keble.ox.ac.uk	07594368490
Men's Secretary: Ollie Adams	ollie.a.r.adams@gmail.com	07587140843
General Manager: Tim Stevens	tim.stevens@sport.ox.ac.uk	07930194183
Welfare Officer: John Carter	jhcarter@gmail.com	07855772849
Chair: John Webster	jgmwebster@me.com	07950 546813
Deputy Chair: Jenny Tudge	jenny.tudge@keble.ox.ac.uk	07899906204

As a Member of OURFC, you are expected to abide by the following Code of Conduct:

- Members must take responsibility in ensuring they are up to date with the University disciplinary regulations, as well as the rules and by-laws of their college. Please read the University Student Conduct webpage found at: <https://www.ox.ac.uk/students/academic/conduct?wssl=1>
- Members must take responsibility in ensuring they are up to date with the Equality and Diversity Unit, <https://www.admin.ox.ac.uk/eop/aboutus/>, which supports the University's and OURFC's commitment to fostering an inclusive culture that promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. Advice on how to deal with harrasment is included in the Equality and Diversity Unit together with the University Harrasment Policy and clear procedures for students and staff. <https://www.admin.ox.ac.uk/eop/harassmentadvice/>.
- Members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.
- Members shall not do anything in person or online which is likely to intimidate, offend, insult, humiliate, harass or discriminate against any other person on the grounds of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.
- Members are personally legally responsible for media interviews and your opinions expressed. If you are invited to interview or communicate with media outlets please inform and discuss with the OURFC General Manager before doing so.
- Members are representatives of the Club in person and on social media, on and off the pitch. This is one of the commitments you make by being part of the Club– if you want to wear the crown you must behave responsibly.
- Members must respect officials and publicly accept their decisions.
- Members should be positive role models, treat other members, staff and officials with the same level of respect you would expect to be shown.
- Members should display consistently high standards of behaviour. It is your responsibility to read and respond with care to reactions to your own actions.

- Members shall not use foul language, abusive language or gestures towards other members, staff, match officials or spectators. Use polite and appropriate language at all times.
- Alcohol consumption: If alcohol is consumed Members agree to drink responsibly and to look after each other.
- Members are not allowed to take illegal drugs on Club premises or whilst representing the Club.
- Members shall not commit a doping offence in accordance with the World Anti Doping Agency (WADA) Code as a part of the RFU Governance:

https://www.englandrugby.com/mm/Document/General/General/01/32/72/79/RFURegulation20_English.pdf

Members agree that bullying of any sort will not be tolerated.

- Members should encourage an enjoyment of sport and understand that people have different motivations for taking part.

By signing this document you are committing to adhering to the guidelines above and to assisting with any disciplinary proceedings that are brought against you or others due to breaches of this code. Complaints and breaches of the code will be worked through on a case by case basis. Warnings will be administered progressively depending on the nature of the breach of code. As a guideline, warnings will follow this procedure:

1. Private conversation with open communication being the preferred solution
2. Formal verbal warning
3. Written warning (signed by the Chairman of the Club)
4. Membership termination with a ban from OURFC, including facilities and events

For any concerns, please contact one of the people listed at the top of this document.