

Cambridge University Boat Club

Code of Conduct

Revision note

This document has been revised to align with two new Cambridge University Boat Club (CUBC) policies adopted in June 2026: the **CUBC Raise a Concern** guide and the **CUBC Grievance and Disciplinary Policy**.

CUBC (“The Club”) is a highly successful club focused on equipping our student athletes to compete in the Boat Races. We have a reputation for being friendly and well-organised as well as driving performance. It matters to CUBC that all who are involved with The Club contribute to providing a positive experience and we all work hard to maintain and improve the club for members every year. The Code of Conduct is central to shaping how we behave and act responsibly as part of CUBC.

The Code of Conduct applies to everyone who is engaged with CUBC in any capacity, including members, employees, directors, contractors, volunteers, alumni and visitors.

The Club is fully committed to safeguarding and ensuring the wellbeing of all its members and those who work for the club. We will endeavour to ensure that everyone is treated as individuals, fully respected and can enjoy a safe, supportive and equitable experience coupled with the drive for high-performance and excellence.

We insist on excellence in all we do and expect everyone to support one another so they can be the best coach, athlete, officer of The Club, volunteer or employee. To achieve a high-performance environment will require positive challenge and continual feedback to keep improving in a supportive and inclusive way. However, in circumstances when the well-being of an individual is at risk or the standard of behaviour falls below that set out in The Code of Conduct, or something doesn’t feel right to you about any aspect of the CUBC then you should raise a concern.

Concerns and complaints are handled through two documents available on the CUBC website: the **CUBC Raise a Concern** guide (which sets out the different pathways depending on the nature of the concern) and, for employees and volunteers, the **CUBC Grievance and Disciplinary Policy**.

As an affiliated club of British Rowing and Cambridge University Sports Service, CUBC members and staff are required to abide by their respective Codes of Conduct in addition to that of the CUBC. CUBC Coaches are required to adopt the British Rowing Code of Conduct, Section 5 – Coaches, in line with national standards.

Standards of Behaviour

Everyone engaged with CUBC agree to abide by these standards of behaviour.

Individuals are solely responsible for their conduct when representing the club on and off the water. They must therefore:

1. Respect the rights, dignity and values of others.
2. Operate within the rules of the sport.
3. Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply.
4. Be aware of how their actions may impact others.
5. Maintain high standards of personal behaviour at all times.
6. Conduct themselves in a reasonable manner relating to offensive language and temperament.
7. Bullying and harassment have no place at CUBC. Harassment is any unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading or offensive environment. Bullying often includes an abuse of power.
8. Act equitably towards others, refrain from any form of discrimination and be fair in the treatment of all members regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
9. Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision.
10. Speak up, even when difficult – do not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed, or any behaviours which might bring the club into disrepute or breach this Code. You can do this through **Raise a Concern**.
11. Refrain from the use of and involvement with illegal substances at all times and report any suspicion of wrongdoing through **Raise a Concern**.
12. Not act in an unlawful manner.
13. Follow the guidance as set out in the club policies and procedures.
14. Not encourage or pressure others into acting against the Code of Conduct.
15. Understand the repercussions of any breaches of this Code of Conduct.

In addition to the above standards of behaviour, specifically coaches, members and operations employees, agree to:

1. Follow the rules and procedures of the club with a particular emphasis on **safety**. The Club aims to ensure, so far as is reasonably practicable that:
 - Equipment and training systems and protocols, along with workplaces, are safe.
 - Articles and substances are used, handled, or stored safely.
 - All users of CUBC facilities and venues have ready access to safety information and are informed in a timely manner on changes in practice and policy and their obligation to adhere to British Rowing's RowSafe guidelines.
 - CUBC members and staff receive appropriate training and supervision regarding Health and Safety.
 - CUBC's premises and facilities are well maintained and compliant with safety and inspection requirements. A safe working environment is encouraged.

2. Respect Club and borrowed resources:

- Take care with all equipment and report promptly any damage to the Head of Operations and their Chief Coach immediately after an incident and submit a written report to the Chief Coach and Head of Operations within 24 hours.
- Report any accidents or incidents to British Rowing within 24 hours.
- Ensure that all club equipment and facilities are kept clean (including boats, boathouses, minibuses, etc.).
- Take individual responsibility for ensuring equipment is stored safely (including blades, cox boxes, life jackets and other equipment).
- Be individually responsible for returning any borrowed equipment at the end of each term or as required.
- Understand and abide by the rules and protocol of any training facilities that are used by CUBC.

3. Abide by the rules of UK Anti-Doping (UKAD), in particular:

- To check all medications are safe to take prior to using them.
- To seek advice from/via the Chief Coach prior to taking any 'supplement'.
- To attend an annual anti-doping education session organised by British Rowing and CUBC.

4. Adhere to British Rowing rules and guidelines.

5. When competing, act in accordance with the rules of the competition/event, in particular:

- Understand, and follow the rules, regulations and guidelines of the competition/event with regards to safety, marshalling, and competing.
- Follow the instructions of all officials of the competition/event.

6. Act in a sportsmanlike way during training and competition, in particular:

- Treat other competitors, coaches, other water users and officials of clubs, competitions and events with respect.
- Avoid swearing at or shouting at others.
- Not threaten others nor engage in acts of verbal/physical/other abuse.
- Respect the rights, dignity and worth of other participants, and not discriminate on the grounds of gender, race, colour, disability, sexuality, age, marital status, occupation or political opinion.

7. Avoid inappropriate relationships between athletes, coaches and officers of CUBC.

Cambridge University

Members and coaches are reminded that whilst participating in Club activities, they are representing CUBC and the University of Cambridge and should therefore ensure that their activities do not bring those organisations into disrepute.

Sponsorship Obligations

All members, coaches and officers are required to support positively the club sponsors and official suppliers and avoid bringing the club, the Boat Race Company Limited (BRCL), or their respective sponsors or partners into disrepute. For current squad members this is set out in their Athlete Letters.

Social Media Activity

The Club realises that social media activity can be used positively but requests that all members agree to follow these guidelines when using personal accounts. This policy applies to all members, coaches and staff of the CUBC, whilst they are involved in the Club.

CUBC will take full responsibility for all content shared from any CUBC branded social media platform. Control of these platforms is restricted to agreed persons only (normally the Social Media Co-ordinators and the Head of Philanthropy and Communications).

Any views or opinions expressed or images shared by CUBC members are recognised to be those of their members and do not necessarily reflect the opinions of the CUBC. However, members of the Club must agree to abide by the CUBC Social Media Policy and the below guidelines and understand that they are representing CUBC through personal social media activity. Any activity that contradicts these guidelines or brings the Club into disrepute can result in disciplinary action.

1. Ensure that all opinions or views expressed are clearly one's own and distinct from the CUBC, the BRCL or their sponsors.
2. Ensure that any information or images that are posted or shared cannot be misconstrued in any way or are in contradiction to the goals of the CUBC, the Coaches, the Rowing and Management Board, Cambridge University, the BRCL and their sponsors.
3. Avoid using obscenities, starting or spreading rumour, being openly critical or derogatory about any stakeholders or members of other Boat Clubs.
4. Do not post defamatory images or make disparaging remarks about CUBC, the Coaches, the Rowing Management Board, the BRCL, their sponsors or any members of CUBC or OUBC.
5. Show respect to all competitors of the Boat Races.
6. Understand that any issues should not be discussed or described on a public forum.
7. Ensure that privacy settings, where applicable, are sufficient.

Any queries regarding social media should be addressed to the Head of Operations.
Remember that if you're in doubt, DO NOT TWEET!

Where a breach of the Social Media Policy involves a student member, it will be dealt with under the CUBC student disciplinary process set out in the Breaches of the Code of Conduct section below. Where a breach involves an employee or volunteer, it will be dealt with under the **CUBC Grievance and Disciplinary Policy**.

Breaches of the Code of Conduct

Breaches of the Code of Conduct will be governed by the **CUBC Grievance and Disciplinary Policy**. Serious breaches could result in termination of employment and removal of Life and/or Ordinary Membership.

Welfare

CUBC takes the welfare of its members seriously and sets out its expectations, policies and procedures in the CUBC Welfare Policy. Any member of CUBC that has any concerns regarding their welfare or those of others involved in Club activities can discuss these, in confidence, with the Club Welfare Officer or the Student Welfare Leaders.

CUBC shall have in place at least one Club Welfare Officer and a Senior Member – Welfare. The Club Welfare Officer shall be contacted on welfare@cubc.org.uk.

Student Welfare Representatives shall be recruited at the start of each academic year. CUBC shall aim to have in place at least 5, one representing each squad and a coxswain.

The club recognises that CUBC athletes are balancing high academic expectations with elite sporting activity and are therefore subject to more intense and various pressures than many others. However, there will be times when an athlete's welfare is at risk mentally or from a physical injury. In these cases the Club has a duty of care to disclose it to the correct parties. In the first instance, the Club will contact the relevant college nurse and if they are unavailable, the Club will contact the college tutor.

CUBC sets high standards on and off the water in order to ensure that the club and all its members have the best experience possible and achieve the best results possible during their time here.

Acknowledgement

Acknowledgement of reading and understanding this policy is integrated into the CUBC Membership Form.

You are required to submit as part of your membership form the following contacts in order of priority of who you would like us to contact in the case of a mental or physical health emergency:

Parents/Guardians	College Tutor
GP	Director of Studies
College Nurse	Project Supervisor