



Sports Clubs Code of Conduct

Sport is at the heart of the student experience at the University of Birmingham (the “University”).

Alongside the constitution of University of Birmingham Sport & Fitness Sports Clubs (“the Sports Clubs Constitution”), this code of conduct aims to ensure the safety and wellbeing of all Members, both while engaged in sporting activity (including representative fixtures) or and during social events, as well as the students, staff and wider community of the University.

This code of conduct will apply in addition to the standard disciplinary policies operated by University’s Student Concerns Complaints and Appeals team and HR department.

1. Who does this Code of Conduct apply to?

- All Members of University of Birmingham Sport & Fitness Sports Clubs (“the Sports Clubs”)
- All affiliates of any groups within the Sports Clubs (“Groups”) (e.g. administrators, coaches, managers, volunteers)
- All spectators and supporters of the Sports Clubs and the Groups

2. Behavioural expectations

The behavioural standards expected of those associated with the Sports Clubs, to allow for a safe, inclusive and enjoyable environment, are as follows:

- **Inclusive:** We strive to build an inclusive environment where all feel valued. We take pride in all opinions, perspectives and ideas because we believe it enriches our culture and drives success.
- **Respectful:** We create an environment where individuals feel safe to express their thoughts and concerns whilst respecting personal boundaries.
- **Honest communication:** We encourage open, honest, and skilful communication to allow us to learn and grow.
- **Active listening:** We strive for active listening, which is appreciative, empathetic, and constructively critical of ourselves and others.
- **Accountability:** We create together an environment where everyone is accountable for their actions and responsible for supporting expected behaviours.
- **Empathy:** We treat each other with empathy, kindness and understanding creating an environment where individuals can feel safe.

3. Behavioural examples

Examples of unacceptable behaviour, in accordance with the University’s Expectations of Behaviour ([Expectations of Behaviour](#) - a UoB account is required to view this page) include:

- No event or process organised by a Group should involve bullying, harassment, humiliation, or isolation of any individuals.
- Violence against another person (including threats to hurt)
- Bullying and harassment, including indecent, threatening, intimidating or offensive behaviour or language (including that of a sexualised nature)
- Abusive comments (including those that relate to protected characteristics), in person or online

We advance
We activate



- Possessing, supplying or selling any controlled drug or psychoactive substance (such as cannabis, LSD, cocaine, MDMA)
- Significant damage or misuse of University land or property or the property of other students, staff or visitors to the University
- Disruption of University activities (including lectures, meetings, sporting and social activities)
- Contempt of the University's disciplinary authorities
- Falsification of University documentation or documents in relation to the University
- Impersonation of others in connection with the University

For the avoidance of doubt, the following behaviours are required:

- Comply with the laws of the sport as set out by the relevant governing body or organisation
- Promote fair play throughout representation of the University
- The consumption of alcohol is not permitted during any training sessions and fixtures. This includes being consumed aboard provided transport e.g. hire car, minibus or coach
- Abide by the anti-doping laws as sated in the World Anti-Doping Code set by WADA

Note: this list is not exhaustive and will be subject to regular review.

4. Social Events

Further to the behavioural expectations listed above, it is important to explicitly state that the University **does not** permit problem initiations. A 'problem initiation' includes any activity that could reasonably be perceived as resulting in risk or occurrence of physical or mental detriment to participants or spectators. A problem initiation is such regardless of whether it has been so labelled by the individuals concerned, regardless of an individual's willingness to participate, and regardless of where and when it takes place.

A problem initiation is not defined by:

- The naming of an activity
- When it takes place
- The location of that activity
- Individuals willing to participate

This approach therefore extends to all of the Sports Clubs' social events and activities linked to Group activity that occur throughout the year.

5. Social Media and Use of Images

It is understood that Groups will want to use social media accounts to support their activities. Those who contribute to those accounts will be held personally responsible for their content. As such those that provide content should be aware and uphold the following:

- Ensure content supports the Objects of the Sports Clubs as set out in the Sports Clubs Constitution
- Do not make defamatory comments about individuals or other organisations and groups
- Do not post links to offensive, inappropriate, or discriminatory content
- Ensure content supports the University of Birmingham Sport & Fitness Privacy Policy, including but not limited to consent for media capture, avoiding capture in prohibited areas and image storage. This is relevant to photography, video, audio and live streaming.

If in doubt, please liaise with University of Birmingham Sport & Fitness to check content before publishing.



6. Disciplinary Procedures and Actions

The University may impose the following sanctions on Member/s in breach of the Code of Conduct or the Sports Clubs Constitution:

- Suspension from matches, events, competition or training
- Financial penalty to reimburse the University or any third party for loss or damage sustained by it
- Suspension from Group-related activities
- Suspension from facilities owned, operated or procured by the University
- Expulsion as a Member of a Group and/or from University of Birmingham Sport & Fitness Sports Clubs

The University may impose the following sanctions in connection with any Group in whose activities a Member/s in breach of the Code of Conduct or the Sports Clubs Constitution participates:

- Group financial penalty
- Removal of ability to hire or use facilities owned, operated or procured by the University
- Removal of teams from the Group
- Removal from BUCS (British Universities & Colleges Sport) or other competitions

Note: these sanctions are not exhaustive and will be subject to regular review.

In all cases, the University will follow Section 6 of the Sports Clubs Constitution.

Nominated sanctions are in addition to sanctions which may be imposed by a third party (e.g. the Police).