



UNIVERSITY OF STRATHCLYDE SPORTS UNION

CODE OF CONDUCT

Updated by: USSU Sports Executive Committee
Date: September 2019

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1. Introduction

This is the Code of Conduct for members of the University of Strathclyde Sports Union and outlines the expected behaviours when participating in any activity or event in-person or on-line. This includes but not limited to; sports fixtures, social events, travelling to and from an activity, trips and online communication under, and including any association name of USSU, USSA or the University of Strathclyde.

USSU and its members will endeavour to uphold and maintain the highest standards, in keeping with the tradition and values of the University of Strathclyde, Glasgow.

Any breach of this code of conduct will be considered by the USSU Disciplinary committee. Serious incidents, however, may be taken up by the relevant governing body for that sport.

All members of the USSU are subject to the jurisdiction of the USSU Constitution and Membership By-Laws.

2. What are the aims of this Code of Conduct?

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

- a. To protect affiliated members of USSU.
- b. To protect other potentially affected by member's actions.
- c. Ensure the highest possible standards of fairness, honesty, competition and behaviour.
- d. Consider the wellbeing and safety of participants and reduce the risk of harm, injury, harassment and nuisance to members and the community in general.
- e. Create inclusive and vibrant student groups, and promote the positive aspects of participating in sport.
- f. Develop an appropriate working relationship with participants, based on mutual trust and respect.
- g. Make sure all activities are appropriate to the age, ability and experience of those taking part.
- h. Detail the actions that can be taken should the Code of Conduct be breached

3. To whom does this Code of Conduct apply?

This Code of Conduct applies to all parties associated with USSU, as summarised below:

- a. All members of USSU (Sports Club & Individual members).
- b. All persons officially appointed to any team or individual competing in an event (including; administrators, coaches, managers and any other appointed staff or students).
- c. Supporters of a Sports Club or Individual athlete.

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4. Misconduct

Every member of USSU has a responsibility to conduct themselves in an orderly fashion both at matches and in training sessions, be these competitors or spectators. Actions deemed as a breach of conduct include:

- a. Violence, threatening, abusive, obscene or provocative behaviour, conduct or language.
- b. Encroachment of playing area by spectator or unauthorised person(s) (i.e. substitute or coach when not required).
- c. The throwing of missiles, bottles or potentially harmful objects at, onto or adjacent to the playing area and/or its players.
- d. The printing or publishing of material that will bring the university, the club, team or an individual into disrepute.

5. Anti-social behaviour

Anti-social behaviour covers a wide range of unacceptable activity that causes harm to an individual, to their Sports Club or the University. Actions deemed as a breach of conduct include:

- a. Vandalism, graffiti and fly-posting.
- b. Environment damage including littering and dumping of rubbish.
- c. The consumption of alcohol in excess which leads to anti-social behaviour and in some extreme and well documented cases, death. There may be no forced consumption of alcohol or any other forced activity and individuals must always be aware they can opt out at any point.

6. Respect and Tolerance

USSU members have a collective responsibility to set a good example and help provide a positive environment in which others can enjoy sport. USSU members must show respect for:

- a. Officials
- b. Opposition players, coaches and management
- c. Their own teammates
- d. Themselves

Clubs are responsible for ensuring players and those purporting to be supporters, uphold the above values at fixtures at home and away venues.

Captains and other club committee office bearers are expected to take appropriate proactive action if any Strathclyde player, coach, official or person purporting to be a supporter is not upholding the values outlined.

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7. Discrimination, Harassment & Bullying

USSU abhors all discrimination, be it on the grounds of race, religion, sexual orientation or social class.

Harassment and bullying will not be tolerated. Perpetrators of such behaviour will face the full extent of the disciplinary committee of the USSU and, ultimately the full extent of the law courts of Scotland.

8. Social Media

Affiliated Sports Clubs operating under the auspices of the University of Strathclyde have a responsibility not to bring USSU or the University into disrepute. Social media engagement made with a strongly negative or unprofessional tone can have serious consequences.

USSU advocates the Social Media Guidelines as drawn up by the USSU Executive Committee for the advice and protection of students in their current university lives and to safeguard their future employability prospects.

9. Corporate Identity

All Sports Clubs must operate within the USSU branding guidelines when representing the University.

10. Anti-Doping

USSU takes a zero-tolerance approach to anti-doping, drugs and substance misuse. Acts involving illegal activity will be reported to the Police.

USSU regards any breach of this code as extremely serious and will take necessary disciplinary action against any individual or group found to have been in use/involvement of such substances; disciplinary will include bans from club competition, social activities and training privileges:

- a. The zero tolerance extends to all recreational and performance enhancement substance abuse.
- b. Athletes must adhere to their NGB's anti-doping policies and regulations in addition to complying with the requirements of the World Anti-Doping Agency code.
- c. All athletes must take full responsibility for any substance put within their body.
- d. Athletes caught with banned substances in their system will be subject to formal disciplinary proceedings.
- e. A USSU member who misuses drugs or substances will, in the absence of strong mitigating circumstances, be considered to have committed an act of serious misconduct and potentially gross misconduct. This also applies to any

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member of USSU believed to be buying or selling drugs and/or substances, unlawfully possessing drugs and/or substances, who has stolen drugs and/or substances, or who is or has been involved in the attempted illegal manufacture of drugs and/or substances.

- f. Members representing the University may also be subject to random testing at any stage throughout year.
- g. Members representing the University caught with banned substances in their system will be subject to disciplinary proceedings.

11. Initiations

USSU believes the practice of initiations is a dangerous and degrading exercise that jeopardies the safety of members and reflects negatively on the public image of students.

All students involved in Sports Club social or induction events for new and returning members must adhere to the USSU Responsible Drinking & Initiations Policy. Failure to do so will lead to disciplinary action. Actions deemed as a breach of conduct include:

- a. Coercing students into taking part in any games, ceremonies or activities (including online).
- b. Pressuring others to do anything that contravenes their own personal beliefs.
- c. Activity that threatens one's health e.g. excessive alcohol.
- d. Activity that is illegal in the eyes of the law of courts in Scotland e.g. public nudity.

12. Breaches of the Code of Conduct

USSU and affiliated Sports Clubs has overall responsibility for the behaviour of members of the Sports Union and any actions which fail to represent the University in the appropriate manner may result in disciplinary action.

If USSU receives information that indicates an activity of a club or member may be in breach of this Code of Conduct the following steps will be taken:

- a. Upon being informed, the Sports President, or appropriate member of staff, will contact the sport Club Committee involved to obtain further information and to check if any action has been taken by the sports club.
- b. The alleged breach will be investigated and if satisfied that a breach may have occurred it will be referred to the USSU Disciplinary Panel for Consideration. The Disciplinary Panel shall be made up of:
 - i. USSU Vice President (Chair)
 - ii. Assistant Head of the Centre for Sport & Recreation
 - iii. Awards Convenor
 - iv. A USSA Vice-President
 - v. 2 active members of the Sports Union (non-voting)
- c. The Disciplinary Panel will make a ruling on the breach and issue sanctions befitting the severity of the breach of the Code.

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- d. Where it is believed the University's regulations and policies have been breached, the University may decide to take action in addition to any action the disciplinary panel imposes.

13. Penalties for Breaches of the Code of Conduct

Any breach of this Code of Conduct may result in one or more sanctions, which may include:

- a. Monetary fines
- b. Match ban
- c. Suspension of club accounts
- d. Suspension of member from USSU
- e. Removal of members from Club Committee of Executive Roles
- f. Removal of USSU membership
- g. Disciplinary proceedings by the University

If the incident occurred at the end of an academic year, the sanction(s) may be levied for the following year. Set out below is a matrix that details the decision making process and likely sanctions.

		Likely Severity of Harm		
		Slightly Harmful (1)	Harmful (2)	Extremely Harmful (3)
Breach of the Code	No/minor breach (1)	1	2	3
	Moderate breach (2)	2	4	6
	Major breach (3)	3	6	9

Definitions

Severity/Breach	Description
Slightly Harmful	Minor or no injury/no or low reputational
Harmful	Hospitalisation/local level reputational damage to USSU, USSA or University
Extremely Harmful	Major injury or death/national level reputational damage to USSU, USSA or University
No/minor breach	
Moderate breach	USSU, USSA or University rule broken
Major breach	Civil, criminal law broken

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Sanctions

Any breach of the Code of Conduct may result in one or more of the following (please note this is not an exhaustive list):

Group

1	Warning
	Letter of apology to be written
2	Fine
3	Loss of training facilities for 1 month
	Loss of transport to BUCS and/or SSS fixtures for 1 month
4	Removal of grant funding and/or the ability to apply for funding for the following year
	Loss of transport to BUCS and/or SSS fixtures for 1 trimester
	Removal of privileges (additional coaching, support from SU funds etc.) for 1 month
6	Removal of club from BUCS and/or SSS competition for 1 year
	Removal of team(s) from BUCS and/or SSS Competition for 1 year
	Removal of privileges (additional coaching, support from SU funds etc.) for 1 year
	Removal of Fresher's Stall
9	University disciplinary action
	Disbandment of Sport Club

Individual Sanctions

1	Warning
	Letter of apology to be written
2	Fine
3	One match ban
4	Expulsion of the individual from the sport or society
6	Expulsion of the individual from all Sports Union clubs, activities and events
	Removal of individuals from BUCS and/or SSS Competition for 1 year
9	University disciplinary action

14. Appeals

A party found guilty of a breach of discipline by the Discipline Committee may appeal to the Discipline Appeals Committee against a finding of guilty by the Discipline Committee or against the sentence imposed.

Please refer to the USSU Committee By-Laws in relation to the Discipline Appeals Committee proceedings.

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