



## UBRFC Code of Conduct 2023/24

This code of conduct details the expectations and rules that must be followed by all members of the University of Bath Rugby Football Club. The document focuses on pre-drinks, socials, group chats, behaviour and sexual misconduct. Everything we do at UBRFC is driven by our culture. Being accountable for one another and calling out poor behaviour is a key part in this. We want to create a club that is successful on the pitch, but also well respected and highly regarded off the pitch. University rugby clubs have a negative stereotype and we want to change this. By following the points below, you can ensure that you will have an enjoyable year, while sticking to the core values of rugby and representing the club in a positive manner.

### 1. Hosting pre-drinks

- Anyone hosting pre-drinks must ensure they have the **full consent of all other residents**. This applies to both on-campus socials in student halls and in student housing off-campus.
- Everyone attending the event must treat the area with **respect**, this includes damages and behaviour at the site.
- Those who are hosting must be aware of other residents in the area and monitor the noise level.
- If the event gets out of hand (numbers, noise etc.) then those who are hosting are **responsible to shut down the event**.
- The site must be **completely clean** at the end of the social:
  - For on campus events this includes the corridors, the bathrooms, the kitchens, and the staircase.
  - For **off campus** events, this includes the street, the surrounding houses, and any other area that may have been affected.

### 2. Socials

- We take great pride in organising entertaining socials, that bring the club together and it is completely acceptable to not drink alcohol.
- If you do not drink alcohol, you will **never be forced** to do so.
- All members of the club must show a high-level of **respect to staff, general public and other club members** at all times during a social.
- Any form of abuse, physical or verbal, towards a member of staff or public will not be tolerated.
- Respect the rules of the host, such as in Canon, do not stand on tables or go up to the top section upstairs.
- Help one another clear up after a social, for example taking empty glasses to the bar in Canon or helping move tables in the Tub.

### 3. Group Chats

- There are many group chats across the club for different squads, some social and some more formal
- All forms of **online bullying and harassment** go against what the rugby club stands for and individuals who are reported to do so, risk having a **university disciplinary**





- It is important to remember that some of the group chats are big, and you may not know everyone on there, so be very mindful of what you say
- Anything that is sent on a group chat can be seen by others outside of the chat, so be aware that what you send may spread further than intended

#### 4. Behaviour

- Irrespective of whether you are wearing 'ones', you are **always representing UBRFC**, and your behaviour reflects the club as a whole.
- You are **always on camera**; from the moment you leave your flat to the moment you return
- Treat members of the public with respect, it can often be intimidating when walking past a large group of people.
- Consider how your actions will be viewed by someone who is not part of the group.
- Hold your friends accountable for antisocial behaviour, if a member of the club is acting irresponsibly then it is your responsibility to **hold them accountable** and call them out.
- Any form of homophobia, sexism, racism, xenophobia, transphobia etc. is forbidden and if any evidence of this is brought to light, then the guilty individual will be removed from the club with immediate effect.
- This will also apply to anyone who defends this form of behaviour.
- Inclusivity is at the heart of UBRFC culture.

#### 5. Sexual Misconduct

- UBRFC has a **zero-tolerance policy** on all forms of sexual harassment and assault.
- As previously stated, it does not matter if you are wearing 'ones', even if you are outside of Bath, you are **always representing the club**.
- Any formal complaints submitted to the university will be dealt with through the appropriate processes and as a club we will fully co-operate with this.
- We work hard as a club to improve the image of rugby and proactively engage with the SU in workshops with Beyond Equality.

**By paying the Rugby Union Club Fee, you are agreeing to follow the UBRFC Code of Conduct 2023/24 and failure to comply may result in a university disciplinary and removal from the Rugby Union Club.**

