



Oxford University Swimming Club
Iffley Road Sports Centre, Oxford, OX4 1EQ

Code of Conduct

1. As a member of Oxford University Swimming Club (OUSC), you understand you have the right to:
 - Enjoy the time you spend with OUSC.
 - Know who to talk to if something is not right.
 - Be listened to.
 - Be involved and contribute towards decisions within OUSC.
 - Be respected by all other members of OUSC and be treated fairly.
 - Feel welcomed, valued and not judged based on your age, sexual orientation, gender, faith, ethnic origin, disability or nationality.
 - Access a safe and supportive environment in which can reach your full potential.

2. OUSC does not tolerate any form of harassment or victimisation and expects all of its members, employees and visitors to treat each other with respect, courtesy and consideration.

3. All members of OUSC are expected to read and agree to act in accordance with this Code of Conduct and the University of Oxford's [Policy and Procedure on Harassment](#). Students of the University of Oxford are also required to act in accordance with the Code of Conduct, set out in [Statute XI](#). Membership may be removed or suspended for failing to do so and opportunities for members to take part in activities within and on behalf of OUSC may be restricted.

4. All members of OUSC are expected to:
 - Treat other members with dignity and respect.
 - Discourage any form of harassment by making it clear that such behaviour is unacceptable.
 - Support other members who feel that they been the subject of harassment.
 - Display a high standard of behaviour and understand that you are responsible for your own behaviour at all times, including when under the influence.

- Respect differences in OUSC and not discriminate against anyone on the grounds of age, sexual orientation, gender, faith, ethnic origin, disability or nationality.
- Hold other members of OUSC accountable should they behave inappropriately, either through direct or indirect intervention, including the reporting the incident to the appropriate person within OUSC.
- Show respect for the facilities that we are using and for all the people working there or sharing their use.
- Respect the privacy of others, especially in the changing rooms and do not use any device to take photographs or footage of others in the changing rooms or cubicles.
- Attend and complete the Consent and Bystander Training, as communicated by the Committee.
- Abide by the Swim England Code of Ethics, which can be found in the [Swim England Handbook](#).

5. “Harassment” includes, in particular, the following conduct, regardless of the means by which it is carried out (including online):

- Verbal or physical bullying or threats.
- Sexual harassment, including unwanted physical conduct, sexually explicit remarks or sexual assault.
- Racist behaviour or comments.
- Homophobic or transphobic behaviour or comments.
- Victimisation.
- Religiously-motivated abuse.

6. Advice can be sought and complaints can be made via the [welfare page](#) on the OUSC website. Support is also available from the University [Sports Federation](#).

7. OUSC designates one or more member of its Committee as ‘Welfare Officer(s)’, who will act as an additional source of advice and support for OUSC members in relation to welfare issues and during harassment complaints.

8. The designated Welfare Officers for 2024-25, Ellie Browne and Mali Jongman-Rios, can be contacted at eleonor.browne@lincoln.ox.ac.uk and mali.jongman-rios@balliol.ox.ac.uk.

9. University of Oxford students can also seek support from:

- One of the [University’s Harassment Advisors](#).
- College Harassment Advisors (for members of Oxford Colleges).

- Their College Deans or other Officers with pastoral responsibilities, the Common Room Welfare or Equal Opportunities Officer or a student Peer Supporter.
- Oxford Student Union's [Advice Service](#).
- Student Welfare and Support Services, including:
 - The University [Counselling Service](#).
 - The University [Sexual Harassment and Violence Support Service](#).

More information is available on the University's [Harassment page](#), including a flow chart explaining the steps within the University's complaints procedure (e.g. for complaints against staff and students).

Name.....

Signature.....

Date.....