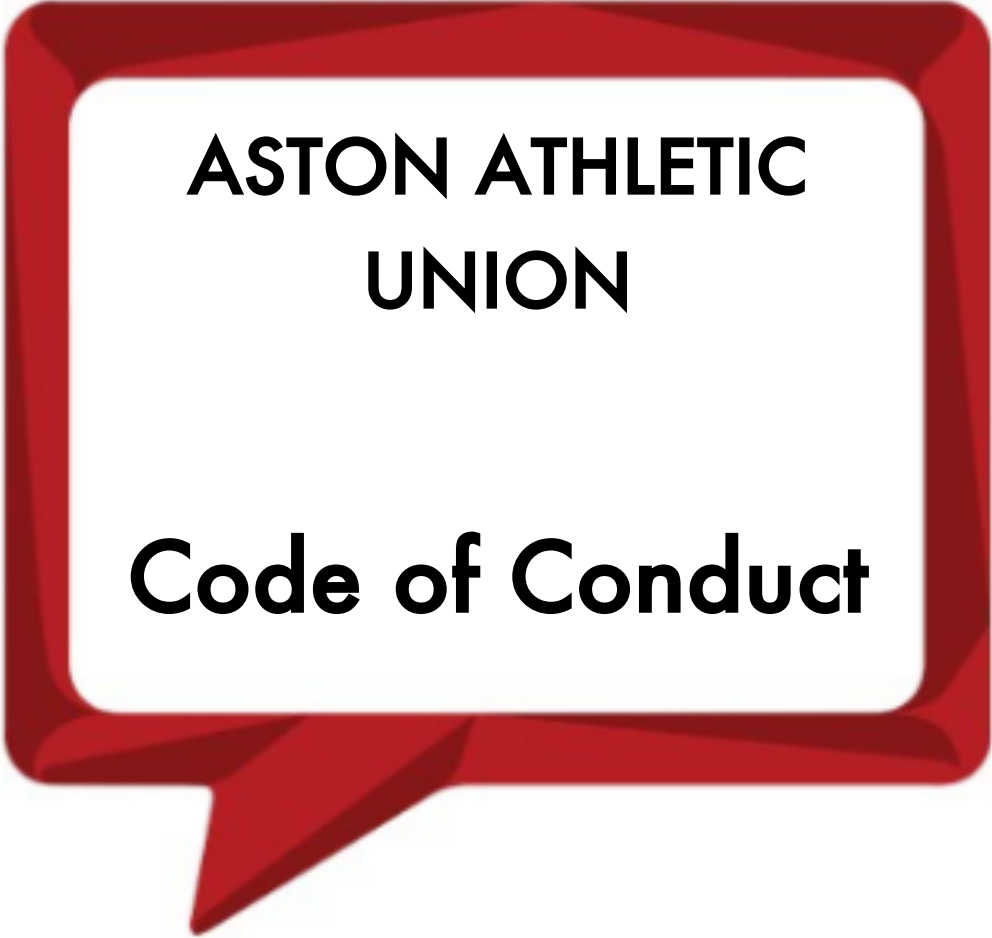




ASTON ATHLETIC UNION

Code of Conduct

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Appendix 1
Sanctions Guidelines

Aston Athletic Union (AU)

Code of Conduct

The Aston Athletic Union (AU) is an integral part of Aston Students' Union aims to enhance the Aston student experience by leading and developing student led sport through a student focussed and democratically led AU structure. The AU is committed to its members and in return expects its members to uphold respectable and honourable behaviour.

1. Aims and purpose of the Code of Conduct

- 1.1 The Aston Athletic Union (AU) Code of Conduct (the Code) is intended to provide a clear and fair framework for maintaining standards of behaviour by members of the AU while they are engaging in and representing the Aston AU.
- 1.2 The Code aims to ensure the highest possible standards of competition, sportsmanship, fairness, honesty and behaviour in relation to the conduct of all members of the AU.
- 1.3 The Code aims to support inclusive, vibrant and positive AU clubs.
- 1.4 The Code aims to help to protect the positive reputation of the AU, members of the AU, Aston Students' Union and Aston University.
- 1.5 The AU regards any breach of this Code as a serious matter and may take action against an individual or an AU club acting in breach of the Code.
- 1.6 The Code will apply in addition to other policies determined by Aston Students' Union, the AU and Aston University.

2. Who the Code of Conduct applies to

- 2.1 All members of AU clubs including those considered to be "social" members by the individual club.
- 2.2 All persons officially appointed to the AU club including coaching staff.
- 2.3 Any alumni attending an AU club match or event.

2.4 All identified supporters of an AU club attending an AU club match.

3. When the Code applies

3.1 The Code applies:

- 3.1.1 When competing in any AU club match and/or training. This includes BUCS matches, any Varsity match and any friendly however organised.
- 3.1.2 When members are attending any social event under the banner of the AU, any AU club, Aston Students' Union or Aston University event.
- 3.1.3 The Code applies when travelling for the purposes of a match or social event.

4. Standards of the Code

4.1 All members of the AU must:

- 4.1.1 Respect and comply with the club constitution.
- 4.1.2 Respect and comply with all Aston Students' Union policies.
- 4.1.3 Respect and comply with all Aston University policies.
- 4.1.4 Maintain high standards of personal behaviour at all times.
- 4.1.5 Respect the rights, dignity and values of others.
- 4.1.6 Be fair, considerate and honest in all dealings with others.
- 4.1.7 Not encourage or pressurise others into acting against the Code.
- 4.1.8 Operate within the rules of the sport including national guidelines.
- 4.1.9 Comply with all reasonable instructions issued by officials.
- 4.1.10 Be aware of how their actions may be perceived by others.
- 4.1.11 Conduct themselves in a reasonable manner relating to language and temper.
- 4.1.12 Refrain from any form of harassment of others.
- 4.1.13 Not be unduly intoxicated so as to behave offensively or to cause embarrassment to the AU, the club, Aston Students' Union or Aston

University at any event or social function organised under the umbrella of the club, the AU or Aston University.

- 4.1.14 Not use any illegal drug whether sporting or recreational when representing the club, the AU or Aston University.
- 4.1.15 Refrain from any behaviour that may bring Aston University, Aston Students' Union, the AU or the club into disrepute.
- 4.1.16 Not act in an unlawful manner.

5. Behaviour that may be considered to be in breach of the Code

5.1 Some examples of what may be considered to be a breach of the Code include:

- 5.1.1 Acting in an unlawful way.
- 5.1.2 Being, or encouraging others to become, unduly intoxicated at any official event or club social function.
- 5.1.3 Using or possessing any illegal or prohibited drug. The trafficking in prohibited substances or administering or attempting to administer prohibited substances to another athlete all constitutes a breach of the Code.
- 5.1.4 Harassing and/or victimising or abusing others on the basis of their year of study/age. This includes behaviour considered to be an initiation.
- 5.1.5 Doing or vocalising anything which is likely to intimidate, offend, insult or humiliate another person at an event on the basis of their sex, disability, race, colour, age, religion, national, ethnic origin, sexual orientation or gender reassignment.
- 5.1.6 Breaching the relevant sport, event or competition rules, regulations and/or policies.
- 5.1.7 Failing to comply with a reasonable direction of an event official.
- 5.1.8 Abusing, threatening or intimidating an event or competition official, coach, manager or other squad official or any other participant, whether before, during or after the event or competition.
- 5.1.9 Using crude or abusive language or gestures towards an official or any other person present at the event or competition.

- 5.1.10 Conducting themselves in any manner, or engaging in any activity, whether before, during or after an event or competition (including during training and other activities), that would impair public confidence in the honest and orderly conduct of events and competitions or in the integrity and good character of the Club, the AU, the University, or University sport in general.
- 5.1.11 Do anything which adversely affects, reflects on or discredits the AU, the Club, Aston Students' Union or Aston University.

6. Breaches of the Code

- 6.1 Breaches of the Code can be brought to the attention of the President (Sport & Activities) and/or the Athletic Union staff and management team by email or in person.
- 6.2 Breaches of the Code can be emailed to athletic.union@aston.ac.uk .
- 6.3 Breaches of the Code can be reported as a Complaint under the Aston Students' Union Complaints Procedure. This requires a written complaint to be made to the President or the Chief Executive.

7. Disciplinary Procedures & Sanctions

- 7.1 A club/individual alleged to have breached the Code will be then be invited to a meeting to openly discuss the issue raised with a member of Aston Students' Union staff who is investigating the alleged breach on behalf of the AU.
- 7.2 The investigating member of staff may speak with other members, with members of Sport Aston staff and others to gain a detailed insight into the alleged breach.
- 7.3 If the complaint presents evidence that there is a reasonable possibility of potential ongoing harm the investigating staff member can with agreement of Union management put in place a precautionary suspension of a member.
- 7.4 The precautionary suspension must be temporary and is not a finding that the Code has been breached. The precautionary suspension should be time limited and not for a period of more 4 weeks without the suspension being reviewed and communicated.

- 7.5 The precautionary suspension must be communicated to the member being suspended, the complainant and to the President/Chair of the club.
- 7.6 If the investigating member of staff believes that there is evidence of the alleged breach a Disciplinary Committee will be convened. The disciplinary committee shall include:
- I. President (Sport & Activities) or another Sabbatical Officer (as appropriate)
 - II. A Union staff member with management responsibility for the Aston Athletic Union.
 - III. Student Activities Executive Committee Chairperson (or another student leader within the Students' Union)
- 7.7 If any member of the committee has a personal relationship with either complainant or the member subject to the complaint then they should step aside and inform the investigating staff member.
- 7.8 The Disciplinary Committee will issue the level of sanctioning they deem appropriate in line with Aston Students' Union policies and sanctions outlined in the Code.
- 7.9 Sanction guidelines are set out below. These guidelines are simply a term of reference for any Disciplinary Committee

8. Appeals Procedures

- 8.1 Anyone who wishes to appeal against a disciplinary decision of the Disciplinary Committee should do so in writing within ten (10) working days of receiving the letter, which confirms the decision.
- 8.2 An Appeal Committee will be established to hear the appeal and its decision is final.
- 8.2.1 In the event of an appeal, a member of the Union's management team shall convene a meeting of the Appeal Committee.
 - 8.2.2 The Appeal Committee shall be convened as soon as possible within receipt of an appeal
- 8.3 The Appeal Committee shall be comprised of the Union Executive Committee:
- 8.3.1 The above may sit on the Committee if they are independent and not have had any substantive involvement in the matter under appeal.

Appendix 1

A.1 Level 1 possible outcome - Formal Warning from Aston Students' Union/Athletic

Union:

A.1.1 Inappropriate sportsmanship.

A.1.2 Mild abuse or trolling over social media.

A.1.3. Contravening SU, University and Government Covid-19 rules. Contravening local lockdown rules:

- Not wearing a mask at an indoor event or within a public building
- Not ensuring social distancing

A.2 Level 2 possible outcome - Social/ Performance Bans, Removal of Committee Positions, Community Service:

A.2.1 Extreme inappropriate sportsmanship.

A.2.2 Abusive language about a University team.

A.2.3. Contravening SU, University and Government Covid-19 rules. Contravening local lockdown rules

- Following a formal warning not wearing a mask at an indoor event or within a public building
- Following a formal warning not ensuring social distancing
- Allowing event capacity to be exceeded
- Not following the SA event procedure

A.3 Level 3 possible outcome - Banned indefinitely from the Club in question/ Banned from representing the University in any Athletic Union sport or activity:

A.3.1 Physical inappropriate sportsmanship.

A.3.2 Abusive language using a social media account where the author can be identified or can reasonably be assumed to be the author i.e. an Individual and/or Club account.

A.3.3 Physical or verbal abuse.

A.3.4 Vandalism/causing damage to property in public whether the owner consents or not.

A.3.5 Indecent exposure.

A.3.6 Antisocial behaviour.

A.4 Level 4 possible outcome- Reported to the University and/or Police for sanctioning and disciplinary actions:

A.4.1 Abusive language using a social media account where the author can be identified or can reasonably be assumed to be the author i.e. an Individual and/or Club account.

A.4.2 Physical or verbal abuse.

A.4.3 Vandalism/causing damage to property in public whether the owner consents or not.

A.4.4 Indecent exposure.

A.4.5 Antisocial behaviour.

A.4.6 Abuse or trolling* over social media.

A.4.7 Criminal activity.

*Trolling – To make a deliberately offensive or provocative online post with the aim of upsetting someone or eliciting an angry response from them. An example is the repeated attempt to steer an online conversation towards an inflammatory topic of that person's (the troll's) choice.