

Chichester Vulcans Handball Club Codes of Conduct.

Chichester Vulcans Handball club is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with James Chadburn, Welfare officer, lead Coach and club Chairman .

As a member of Chichester Vulcans Handball Club, you are expected to abide by the following code of practice:

- All members must take responsibility in ensuring they are up to date with the current rules and regulations, understand and adhere to them.
- All members must respect the rights, dignity and worth of all **club members** and **competitors** regardless of age, gender, nationality, ability, race, cultural background, religious beliefs or sexual identity.
- Members should recognise the valuable contribution made by coaches and officials who are usually volunteers. They give their time and resources to provide handball for you.
- All members should be a **positive role model**, treat other players and officials with the same level of respect you would expect to be shown to you.
- Use correct and proper language at all times. Abusive and harmful language will NOT be tolerated at any time.
- Members are not permitted to smoke, consume alcohol or illicit drugs on the premises that the club hires or whilst representing the club during any organised training or competition. The club and its members must abide by any facilities' hired terms and conditions at all times. Exceptions to the rule regarding alcohol can be seen during club social occasions, but must not infer negative publicity or impressions upon the club with any actions under the influence. Only those members over the age of 18, as per the law, can consume alcohol.

- Members should keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Members must wear suitable kit for training and match sessions, as agreed with the coach/team manager.
- Members must pay any fees for training or events promptly. Any individual who requires help or support must talk to the club treasurer, or if not available, the club chairman to discuss in order to find an efficient solution. Please see our club treasury report for more details.

- The club observes a Zero Tolerance on **Bullying** of any sort. Forms of bullying recognised are; physical, psychological, verbal, cyber. All WILL NOT BE TOLERATED. If a member is found bullying another member, disciplinary action will be taken by the clubs Welfare Officer and Chairman and could result in dismissal from the club. The clubs Welfare Officer (James Chadburn) can be reached on the following email - Chichester_Vulcans_Welfare@outlook.com
- The club observes a Zero Tolerance on **Drug** use of any kind. If found to be under the influence, immediate dismissal from the club will be in effect.
- All members will uphold **respect** and consideration towards any official, competitor and member, regardless of the situation/view/decision. This club views the integrity of discipline from all its members and there is an expectation, no matter what the situation, to remain in control of feelings at all times while representing the club. Any negative representation of the club will result in disciplinary proceedings with the club Chairman.
- All member of the club will uphold the following Values; *Team work, performance, enjoyment, hard-work, commitment, equality, integrity, opportunity, and fun*. Anyone who wishes to go against any of these values will face disciplinary action with the clubs Chairman.

The Chairman holds the right to discipline and dismiss any member which they believe to in breach of any of the above conducts. The Chairman will accept and investigate any complaints, with the upmost of discretion, made by any member and **NON-MEMBER** (including a member of the public) in good time.