

CAMBRIDGE UNIVERSITY MUSICAL SOCIETY CODE OF CONDUCT

INTRODUCTION

The Cambridge University Musical Society (CUMS) has as its mission is the promotion of musical education and musical performance in the University and City of Cambridge. CUMS is fully committed to safeguarding and promoting the well-being of all its members and participants to ensure a positive and enjoyable experience.

All those involved or participating in CUMS activities, whether as members, non-members, participants, directors/conductors, officials or otherwise, are therefore required to adhere to the standards of behaviour – set out within this Code of Conduct – and to support the mission of CUMS. This Code of Conduct has been developed to ensure the highest possible standards of collaboration in musical performance as well as promoting fairness, honesty and positive behaviour in relation to the conduct of all those representing CUMS.

This Code of Conduct will be made available to all those participating in CUMS activities, for example by circulating copies to members or Leaders of the orchestras and ensembles, or by drawing the members' attention to the Code's place on the website.

OUR COMMITMENT

CUMS respects the rights, dignity and worth of every person involved in its activities. CUMS is committed to members enjoying music in an environment free from discrimination, intimidation, harassment and abuse. CUMS believes that it is the responsibility of all of its members to challenge discriminatory behaviour and promote equality of opportunity.

STANDARDS OF BEHAVIOUR

Members of CUMS are solely responsible for their conduct when participating in CUMS activities. Members must therefore:

- Respect the rights, dignity and values of others;
- Treat facilities, staff and students at the University of Cambridge and other institutions with respect and abide by any rules that may apply;
- Be aware of how their actions may be perceived by others;
- Maintain high standards of personal behaviour at all times;
- Conduct themselves in a reasonable manner relating to offensive language and temperament;
- Refrain from any form of bullying or harassment of others. Harassment is any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law;
- Either challenge directly, or report to CUMS using the procedure outlined below, any form of bullying, harassment or discrimination witnessed;
- Refrain from the use of or involvement with illegal substances at all times;
- Not encourage or pressure others into acting against the Code of Conduct;
- Not act in an unlawful manner;
- Understand the repercussions of any breaches of this Code of Conduct as outlined below.

HEALTH AND SAFETY

The health, well-being and safety of each individual are always the paramount concern of CUMS, which will therefore take all reasonable steps to ensure that all its activities are safe.

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To support CUMS, all members are expected to:

- Take reasonable care for their own health and safety and that of others who may be affected by what they do or not do;
- Correctly use all equipment provided by CUMS;
- Not interfere with or misuse anything provided for health, safety or welfare purposes.

PUBLICATIONS, INTERNET AND SOCIAL MEDIA

CUMS wishes to promote musical performance and appreciation positively both within the University and externally. Its publications, online, print and social media are important tools in recruiting new members and engaging with alumni and potential donors. Accordingly, CUMS members should manage their personal social media presence responsibly, and should:

- Avoid hostile or harassing communications in any posts or other online communications;
- Identify all copyrighted or borrowed material with citations and links. When publishing direct or paraphrased quotations, thoughts, ideas, photos or videos, give credit to the original publisher or author;
- Review responses to online posts and resolve any concerns before they are posted.

SOCIAL EVENTS

Social functions form an important part of a society's activities. CUMS is committed to ensuring that all students are able and encouraged to participate in student activities, including social functions, in an atmosphere free from discrimination or fear. Members should be aware that participation in any form of social activity is completely optional and that they may opt out of social activities without fear of undue pressure, reprisal or any other form of discrimination.

BREACHES OF THE CODE OF CONDUCT

A person alleging a breach of this Code of Conduct during a CUMS activity, or in its immediate context, may report the matter to the Chairman, or any member of the CUMS Board of Trustees, or to the Executive Director of CUMS. The person to whom the matter is reported will decide on the appropriate action. In minor cases this could be an immediate reprimand, orally or in writing. In more serious cases, the issue may be handled by a Monitoring Group, set up by the Board of Trustees, consisting of no less than two Trustees and no more than an equal number of external members. The Monitoring Group will decide on the action to be taken. For any allegation of harassment or sexual misconduct, reference should be made to the CUMS Harassment Policy, and to the procedure described in that Policy for handling complaints or allegations of this kind.

WELFARE

CUMS takes the welfare of its members seriously. Any person participating in CUMS activities who has any concerns regarding their welfare or those of others involved in Team or Club activities may discuss them, in confidence, with the Executive Director or any member of the Board of Trustees.

Signed:

Mr Stuart Laing
February 2018

Chairman

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Board of Trustees

Mr Simon Fairclough, Mr James Furber, Mr Stephen Johns, Dr Jo Whitehead, Ms Liz Winter, Dr Nigel Yandell, and Dame Fiona Reynolds

Executive Director: Mrs Chloe Davidson

