

## Code of Conduct for the Oxford University TaeKwon-Do Club

- 1) The Oxford University TaeKwon-Do Club (“the Club”) 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.
- 2) All members of the Club 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](#). Oxford students 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 the Club may be restricted.
- 3) All members of the Club 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 have been subject to harassment;
- 4) “Harassment” includes in particular the following conduct, however 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
- 5) The club designates one or more member of their Committee as ‘welfare officer(s)’ who will act as a source of advice and support for Club members in relation to welfare issues and during harassment complaints.
- 6) The Club’s designated welfare officer, Maddie Hawley, can be contacted for informal advice, including in relation to how you make a complaint, at [welfare@outkd.co.uk](mailto:welfare@outkd.co.uk). Support and advice is also available from the Sports Federation.
- 7) The Club Complaints Procedure provides steps for dealing with internal complaints. Clubs are required to have this in place and to follow these steps when they receive a complaint.
- 8) 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 SU’s Student Advice Service](#)
  - Student Welfare and Support Services including:
    - the [University Counselling Service](#)
    - the [University’s Sexual Harassment and Violence Support Service](#)

More information is available on the [Oxford Students Harassment Pages](#), including a flow chart explaining the steps within the University’s complaints procedures (e.g. for complaints against staff and students).