



PLAYER CODE OF CONDUCT

This code of conduct relates to both Gloucester and Worcester participants.

WHAT DO WE EXPECT?

Though Varsity 2025 is a competitive event, it is expected that all players always uphold the values of good sporting conduct. All players are representatives of their club, Students' Union and University and should behave in a manner befitting this before, during, and after the events.

There were elements of behaviour seen at previous Varsities which will NOT be tolerated by either Students' Union or University.

It is a privilege for sports teams and spectators to attend and play in Varsity and these events should be treated as such. Varsity also represents a significant cost and administrative effort for both Unions to stage and that needs to be understood by those playing and attending.

Play Your Part

We want Varsity 2025 to be a set of fixtures that can be enjoyed by every single person, whether they are a player, a spectator, or part of the wider university community.

Our campaign, Play Your Part, focuses on understanding your responsibility as an active bystander and feeling empowered to intervene if you identify any inappropriate, harmful or abuse behaviour.

We want our Varsity fixtures to be a safe space for all to support, participate in and enjoy and throughout Varsity, we are asking all players and spectators to:

- Call out and challenge any homophobic, transphobic, misogynistic, and any other discriminatory words, behaviours, and actions and use the Varsity Reporting Tool if appropriate.
- Call out and challenge any words, behaviours, and actions that discriminate against people based on their race, religion, or other identifying attributes and use the Varsity Reporting Tool if appropriate.
- Understand our responsibilities as active bystanders and not ignore any inappropriate, harmful or abusive behaviour or hope someone else will act.

Staff from both SUs will be on hand to help with any concerns that you may have.



A policy of zero tolerance will be applied to all Varsity events.

WHAT BEHAVIOUR WILL NOT BE TOLERATED?

- Arriving at an event drunk or otherwise intoxicated.
- Being involved in any way in the use of illegal drugs whilst at fixtures
- Abusing, threatening, or intimidating any player, spectator, match official, coach or any other participant, whether before, during or after the event.
- Any homophobic, transphobic, misogynistic, and any other discriminatory language, behaviours, and/or actions.
- Any language, behaviours, and/or actions that discriminate against people based on their race, religion, or other identifying attributes.
- Failing to comply with directions an event official, security or steward, SU or University staff member gives you.
- Showing unnecessary or obvious dissension, displeasure, or disapproval towards any person at the event.
- Behaving in a manner which could cause distress, alarm, or harm to another.
- Conducting yourselves in any manner, or engage in any activity, whether before, during or after the event that would impair the reputation of your Club, Student Union, University, or university sport in general.
- Using social media to offend, abuse, threaten or intimidate any player, spectator, match official, coach, or any other participant, whether before, during or after the event.
- Acting in an unlawful manner.
- Damage to property.

Please remember that students' families often come to watch.

ALCOHOL

- No alcohol is to be brought to any fixtures or into any venues and will be confiscated.
- Alcohol is NOT permitted on any transport to or from Varsity events.
- We reserve the right to search your person and belongings at each event and before any transportation to and from an event.

WHAT HAPPENS IF THIS CODE IS BREACHED?

- You will be removed from the venue/immediately.
- You may be required to source your own transport back from the fixture to your University.
- You will not be allowed to attend any further Varsity events.
- Your photograph may be taken.



- You will be referred to your Students' Unions disciplinary code, which may result in sanctions being placed against you and/or the club, including expulsion from the Union and the cessation any rights of membership thereof.
- You may also be referred to your University's disciplinary procedures. The University may charge you with a breach of its code of conduct which may result in sanctions being placed against you and/or the club, including expulsion from university.

WHAT HAPPENS IF YOU WANT TO MAKE A REPORT THAT THIS CODE IS BREACHED BY AN INDIVIDUAL/GROUP?

- Your captain will need to inform a member of staff from your Union/University through the processes outlined to them.
- Representatives from each University will review the complaint and take action including but not limited to those outlined in this document which they deem appropriate.

Please also note:

- **We reserve the right to amend or implement new regulations throughout the Varsity programme and for different fixtures.**
- **We reserve the right to cancel Varsity at any point if problems are being experienced.**
- **We have made it clear to all players that any incidents of concern this year may well result in the cessation of any future Varsity.**

We hope that you enjoy Varsity and represent your sport, Unions, and Universities in an appropriate and befitting manner.

Varsity takes a great deal of time and effort to organise. Please do enjoy it appropriately and support your fellow students. Thank you for your co-operation in making Varsity a successful and enjoyable experience for all. The very best of luck to you. #TeamWorc #TeamGlos