

Speed River Cycling Club

CODE OF CONDUCT AND ETHICS POLICY

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1.0 DEFINITIONS

1.1 The following terms have these meanings in this Policy:

1.1.1 "Individuals" – All categories of membership defined in the Organization's Bylaws as well as all persons engaged in activities with the Organization including, but not limited to, volunteers, committee members, and Directors and Officers of the Organization

1.1.2 "Organization" – refers to: Speed River Cycling Club

2.0 PURPOSE

2.1 The purpose of this Code is to ensure a safe and positive environment by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the Organization's core values. The Organization supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

3.0 APPLICATION OF THIS CODE

3.1 This Code applies to Individuals' conduct during the Organization's activities, and events.

3.2 An Individual who violates this Code may be subject to sanctions pursuant to the Organization's Discipline and Complaints Policy.

3.3 Any member of the Organization found to have engaged in acts of violence or harassment against any other member or other third party will be subject to sanctions according to the Organization's Discipline and Complaints Policy, in addition to any other disciplinary sanctions from outside the Organization.

3.4 This Code also applies to Individuals' conduct outside of the Organization's activities, and events when such conduct adversely affects relationships within the Organization (and its work and sport environment) and is detrimental to the image and reputation of the Organization. Such applicability will be determined by the Organization at its sole discretion.

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4.0 RESPONSIBILITIES

4.1 Individuals have a responsibility to:

4.1.1 Maintain and enhance the dignity and self-esteem of the Organization members and other individuals by:

- a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
- b) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, or members
- c) Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
- d) Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- e) Consistently treating individuals fairly and reasonably
- f) Ensuring adherence to the rules of the sport and the spirit of those rules

4.1.2 Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:

- a) Written or verbal abuse, threats, or outbursts
- b) Persistent unwelcome remarks, jokes, comments, innuendo, or taunts
- c) Leering or other suggestive or obscene gestures
- d) Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
- e) Practical jokes which endanger a person's safety, or negatively affect performance.
- f) Any form of hazing
- g) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- h) Unwelcome sexual flirtations, advances, requests, or invitations
- i) Physical or sexual assault
- j) Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- k) Retaliation or threats of retaliation against an individual who reports harassment to the Organization

4.1.3 Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the Organization adopts and adheres to the Canadian Anti-Doping Program.

4.1.4 Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.

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- 4.1.5 Refrain from consuming tobacco products, or recreational drugs while participating in the Organization's programs, activities, competitions, or events
- 4.1.6 In the case of adults, avoid consuming alcohol in competitions and situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the Organization's events.
- 4.1.7 Respect the property of others and not wilfully cause damage
- 4.1.8 Promote the sport in the most constructive and positive manner possible
- 4.1.9 Adhere to all federal, provincial, municipal and host country laws
- 4.1.10 Comply, at all times, with the Organization's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

5.0 DIRECTORS AND COMMITTEE MEMBERS

- 5.1 In addition to section 4 (above), the Organization's Directors, and Committee Members will have additional responsibilities to:
 - 5.1.1 Function primarily as a Director or Committee Member of the Organization.
 - 5.1.2 Act with honesty and integrity.
 - 5.1.3 Ensure that the Organization's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
 - 5.1.4 Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the Organization
 - 5.1.5 Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
 - 5.1.6 Behave with decorum appropriate to both circumstance and position
 - 5.1.7 Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Organization is incorporated
 - 5.1.8 Respect the confidentiality appropriate to issues of a sensitive nature
 - 5.1.9 Respect the decisions of the majority and resign if unable to do so
 - 5.1.10 Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
 - 5.1.11 Have a thorough knowledge and understanding of all the Organization governance documents
 - 5.1.12 Conform to the bylaws and policies approved by the Organization

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REVISION HISTORY

The revisions to this document shall be recorded below.

<u>Rev. No.</u>	<u>Date</u>	<u>By</u>	<u>Changes</u>
0	Mar. 30, 2019	S.Head	New policy enacted by Board to comply with 2019 OCA affiliation requirements.