



Sudbury Cycling Club Code of Conduct and Ethics

“Organization” refers to Sudbury Cycling Club(SCC). Last Reviewed March 15, 2023

Definitions

1. The following terms have these meanings in this Code:^{SEP}a) *“Member”* – All categories of membership defined in Article 2.1 of the SCC *Bylaws* as well as all individuals engaged in activities with the SCC including, but not limited to, athletes, coaches, volunteers, directors.

Purpose

2. The purpose of this Code is to ensure a safe and positive environment (within SCC programs, activities, and events) by making Members aware that there is an expectation, at all times, of appropriate behaviour consistent with the vision and values of the SCC. Further, the SCC supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

Application of this Code

3. This Code applies to Members' conduct during SCC business and activities, including, but not limited to, time trials, events, associated with SCC activities, and any meetings.
4. A Member who violates this Code may be subject to sanctions pursuant to the SCC's *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to the SCC's *Discipline and Complaints Policy*, a Member who violates this Code during an event may be excluded from the event.
5. This Code also applies to Members' conduct outside of the SCC's activities, and events when such conduct adversely affects relationships within the SCC (and its sport environment) and is detrimental to the image and reputation of the SCC. Such applicability will be determined by the SCC at its sole discretion.

Responsibilities

6. Members have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of OCA members and other^{SEP} individuals by:^{SEP}
 - I. Demonstrating respect to individuals regardless of gender expression, ^{SEP}gender identity, body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status
 - II. Focusing comments or criticism appropriately and avoiding public criticism of coaches, volunteers or members
 - III. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - IV. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - V. Consistently treating individuals fairly and reasonably
 - VI. Ensuring adherence to the rules of cycling and the spirit of those rules

- b) 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:
- I. Written or verbal abuse, threats, or outbursts
 - II. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
 - III. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - IV. Leering or other suggestive or obscene gestures
 - V. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - VI. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - VII. Any form of hazing
 - VIII. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - IX. Unwelcome sexual flirtations, advances, requests, or invitations
 - X. Physical or sexual assault
 - XI. 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
 - XII. Retaliation or threats of retaliation against an individual who reports harassment to the SCC
- c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- I. Sexist jokes
 - II. Display of sexually offensive material
 - III. Sexually degrading words used to describe a person
 - IV. Inquiries or comments about a person's sex life
 - V. Unwelcome sexual flirtations, advances, or propositions
 - VI. Persistent unwanted contact
- d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the SCC adopts and adheres to the Canadian Anti-Doping Program.
- e) Refrain from coaching, training, competing with, managing, assisting, or supervising any person who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in appropriate activities
- g) In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with SCC events
- h) Respect the property of others and not willfully cause damage
- i) Promote cycling in the most constructive and positive manner possible
- j) Adhere to all federal, provincial, municipal laws
- k) Comply, at all times, with the SCC's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

Board/Committee Members

8. In addition to section 7 (above), the SCC's Board Members, will have additional responsibilities to:
- a) Function primarily as a member of the board and/or committee(s) of the SCC; not as a member of any other particular member or constituency
 - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of SCC business and the maintenance of Member confidence
 - c) Ensure that the OCA's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
 - d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the SCC
 - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
 - f) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
 - g) Keep informed about SCC activities, the provincial cycling community, and general trends in the sectors in which they operate

- h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the SCC is incorporated
- i) Respect the confidentiality appropriate to issues of a sensitive nature
- j) Ensure that all Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
- k) Respect the decisions of the majority and resign if unable to do so
- l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- m) Have a thorough knowledge and understanding of all SCC governance documents
- n) Conform to the bylaws and policies approved by the SCC, in particular this *Code of Conduct and Ethics*

Coaches

9. In addition to section 7 (above), coaches have many additional responsibilities.. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
- b) Act in the best interest of the athlete's development as a whole person
- c) Respect other coaches
- d) Meet high standards of integrity and suitability
- e) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco
- f) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the coach is in a position of power, trust, or authority over the athlete
- g) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment..Coaches have a special responsibility to respect and promote the rights of participants
- h) Dress professionally,neatly,and inoffensively
- i) Use inoffensive language, taking into account the audience being addressed