

Tamworth Cycle Club Code of Conduct

This Code of Conduct is based directly on that of Cycling Australia

CODE OF CONDUCT

1. PURPOSE

The purpose of the Code of Conduct (Code) is to describe the type of behaviour which Tamworth Cycle Club (TCC) expects its Board members, Committee members, Club members and supporters to adopt.

2. GOVERNANCE

The code shall be known as Tamworth Cycle Club's Code of Conduct. The Code shall govern the conduct of all persons formally associated with cycling with Tamworth Cycle Club. In particular, it shall apply to:

- Persons acting for and on behalf of Tamworth Cycle Club
- Athletes, coaches, managers and support staff of Tamworth Cycle Club
- Persons participating in Tamworth Cycle Club sanctioned events
- Officials, Commissaires and support personnel assisting or conducting Tamworth Cycle Club events
- Tamworth Cycle Club appointed Delegates and/or employees of, and contractors to Tamworth Cycle Club.

3. KEY PRINCIPLES

Tamworth Cycle Club wishes to operate in an environment where people show respect for others and their property. Respect is defined as consideration for another's physical and emotional well-being and possessions, to ensure no damage or deprivation is caused to either.

Tamworth Cycle Club wishes to operate in an environment that is free from harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment. (Refer to ASC Guidelines for Harassment---Free Sport).

Tamworth Cycle Club wishes to operate in a non-discriminatory environment, respecting the right, dignity and worth of every human being, and within the context of the activity, treat everyone equally regardless of gender, sexual orientation, ethnic origin or religion.

Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures promulgated by CA. If any disciplinary action

is taken, persons directly affected shall be given the opportunity to participate in those proceedings and the right to appeal against any decision against them.

4. KEY ELEMENTS

All persons who are bound by this code shall:

- Act in a manner which is compatible with the interests of Tamworth Cycle Club
- Accord people involved in cycling with the appropriate courtesy, respect and regard for their rights and obligations
- Treat people's property with respect and due consideration of its value
- Show a positive commitment to Tamworth Cycle Club and Cycling Australia's values, policies, rules, procedures, guidelines and agreements
- Respect the law and customs of the places they visit
- Respect the confidentiality of information which they receive in the course of fulfilling their duties
- Uphold the standing and reputation of cycling within Australia
- Not misuse provided funds or property belonging to another party
- Observe and comply with the Anti-Doping Rules set out in the CA Doping Policy.

5. UNACCEPTABLE BEHAVIOUR

This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the sport.

- 'Sledging' other athletes, officials or event organisers. Sledging is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse
- Excessive use of alcohol, acting in a way that becomes a public nuisance, or creating a public disturbance
- Damaging another person's property or depriving them of that property
- Any physical contact with athletes shall be appropriate to the situation and be necessary for the further development of the athlete's skill
- The use or encouragement of the use banned substances. (The banned substance list is as outlined under CA's Anti-Doping Policy)
- Statements which are deemed to denigrate the group that an individual is representing
- Any type of gambling, betting or organisation of betting at any cycling event, while competing, officiating or undertaking a management role
- Any form of harassment.

6. SOCIAL MEDIA USE

Social media platforms are a useful tool in keeping members of Tamworth Cycle Club informed of, and engaged in, Club activities. However, social media can be used in negative ways. It is important to recognise that even when using social media as individuals, our behaviour reflects on the Club and its members.

The Office of the e-Safety Commissioner defines cyberbullying as the use of technology to bully a person or group with the intent to hurt them socially, psychologically or even physically.

Cyberbullying can occur in many ways, including:

- Abusive texts and emails
- Hurtful messages, images or videos
- Imitating others online
- Excluding others online
- Humiliating others online.

When using social media, all persons who are bound by this code shall:

- Act in a manner which is compatible with the interests of Tamworth Cycle Club
- Accord people with the appropriate courtesy, respect and regard for their rights and obligations
- Show a positive commitment to Tamworth Cycle Club and Cycling Australia's values, policies, rules, procedures, guidelines and agreements.

7. RESPECT FOR ROLES

All persons who are bound by this code shall:

- Act in a manner which is compatible with the interests of Tamworth Cycle Club
- Accord volunteers involved in the Club with the appropriate courtesy, respect and regard for their roles
- Treat people's appointed roles with respect and due consideration of their value
- As such, decisions about commitments of the Club in terms of events and event participation; media and publicity; racing; junior development; women's development; finances; funding; sponsorship; governance; and safety shall be directed to the appropriate TCC Board member, or if unsure, to the President or Vice President of the Club.

8. FURTHER

The Board and any Sub-Committees will follow the Constitution and By-Laws and make decisions in the best interest of its members, and will abide by the following:

- Cycling Australia (CA) Social Media Policy
- CA Member Protection Policy
- CA Code of Conduct.