

## **Tripleshot Cycling Club Code of Conduct**

### **Background**

Since before 2006, the Tripleshot Cycling Club (“Tripleshot”) has been guided by the belief that group exercise, challenging recreation, and socializing together improves our physical and mental health and makes us better citizens with a stronger sense of community. Joining Tripleshot gives you a wide range of riding partners with a common culture. Please help Tripleshot honour sport and foster inclusiveness, respect, safety, and personal integrity by abiding by the following Code of Conduct.

### **Inclusiveness and Respect**

Tripleshot Members:

- Preserve the dignity and foster the self-esteem of each member of Tripleshot.
- Ensure that everyone is treated equally, period. (If you need further clarity this means regardless of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, language, creed, religion, athletic potential, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation, economic status, along with absolutely anything else that makes a distinction between people!)
- Respect the principles and rules of Tripleshot.
- Make all members feel welcome.
- Make sure that fellow riders are not dropped from no-drop rides.
- Treat everyone else as if they are the most important person on the ride (because they are!)

### **Safety**

Tripleshot members:

- Ensure that rides, races, and other Tripleshot activities are safe.
- Anticipate and prepare for risks.
- Are prepared to act quickly and appropriately in case of emergency.
- Never leave fellow riders alone in the event of a mechanical or injury.
- See that riders with potentially serious injuries seek medical care and a car pickup.
- Do not take unnecessary risks that endanger fellow riders.

- Speak up if they observe something unsafe happening on a ride, a race or a Tripleshot activity.
- Protect and assist riders who are struggling with the pace on no-drop rides.
- Avoid and de-escalate confrontations with drivers or other members of the public.

### **Personal Integrity**

Tripleshot members:

- Abstain from all activities considered to be harassment<sup>\*</sup>, sexual harassment<sup>\*\*</sup> or intimidation<sup>\*\*\*</sup>.
- Exercise self-control.
- Obey the rules of the road.
- Don't ride in places where cycling is not permitted.
- Give and receive advice and criticism gracefully. None of us rides perfectly.
- Constructively resolve disagreements over coffee.

### **Honouring Sport**

Tripleshot members:

- Strive for personal athletic improvement in the context of friendship and fair play.
- Abide by rules and norms of competition in races and rides.
- Respect race officials and ride leaders and accept their decisions and advice.
- Show appreciation for the community around us that supports our sport.
- Are ambassadors for cycling and for Tripleshot.

### **Disciplinary Action**

- A member's failure to achieve or maintain an expected standard of behaviour, as set out above, may be considered an infraction and may result in the imposition of disciplinary measures.

<sup>\*</sup>Harassment includes unwanted physical or verbal behaviour that is offensive or humiliating

<sup>\*\*</sup>Sexual Harassment includes any conduct, comment, gesture, or contact of a sexual nature that is likely to be unwelcome

<sup>\*\*\*</sup>Intimidation includes frightening or threatening behaviour

- Tripleshot encourages individuals to first attempt to resolve conduct issues informally, whenever possible. Options for informal resolution include: speaking to the person and informing the individual that the conduct was unwelcomed or inappropriate and asking for it to stop; or consulting a member of the Tripleshot Board.
- If an informal resolution fails to resolve the issue, or if the circumstances are such that informal resolution is not possible or appropriate, any person may report an infraction of this policy to the Tripleshot President or, if the complaint is with respect to the President, to any other Board Member of Tripleshot. This should be done within 14 days of the occurrence of the issue.
- Tripleshot may determine that an alleged infraction is serious enough to warrant discipline of the member. In these cases the board may investigate and determine disciplinary action.
- Tripleshot may determine that an alleged infraction is serious enough to warrant suspension of the relevant participant, pending an investigation, a hearing and a disciplinary decision.
- The investigation may be performed by one or more Tripleshot board members and the hearing and decision may be undertaken by a separate panel of former Tripleshot board members. This panel will be struck as and when necessary to complete these tasks.
- The decision for disciplinary action will sit with the panel and the Tripleshot Board of Directors is authorized to enforce the panel's decision for disciplinary action against any member consistent with the provisions of this policy
- In deciding the appropriate action, the rules of procedural fairness must be respected. Thus, the person affected must know the allegations against them and must be given a chance to respond to the allegations.
- Disciplinary action may include, without limitation, a demand for oral or written apology, reparations for damage caused, suspension, or expulsion from Tripleshot.
- In the spirit of transparency, and in order to apprise members of Club decisions regarding conduct issues, notice of any disciplinary action imposed by Tripleshot shall be posted publicly, except no minor's name shall be published.