



RANDWICK CYCLING CLUB | CODE of CONDUCT

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1. PURPOSE

The purpose of the **Code of Conduct** (Code) is to describe the type of behaviour which **RANDWICK BOTANY CYCLING CLUB** ('RANDWICK') is seeking to promote and encourage its members and supporters to adopt.

RANDWICK has developed this Code to:

1. Help enhance RANDWICK's reputation as a responsible sporting organisation within our community and beyond;
2. Help create a culture of personal responsibility and ownership of individuals' behaviour towards others while participating in RANDWICK events; and
3. Advance the sport of cycling more broadly.

2. GOVERNANCE

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

- Persons acting for and on behalf of RANDWICK;
- Athletes, coaches, managers, and support staff of RANDWICK;
- Persons participating in RANDWICK sanctioned events or activities;
- Officials, Commissaires and support personnel assisting or conducting RANDWICK events; and
- RANDWICK-appointed Delegates and volunteers of RANDWICK.

3. KEY PRINCIPLES

- RANDWICK 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;
- RANDWICK 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 Australian Sports Commission Guidelines for Harassment-Free Sport);
- RANDWICK wishes to operate in a non-discriminatory environment. Respect the right, dignity and worth of every human being - within the context of the activity; treat everyone equally regardless of gender, sexuality, culture, ethnic origin, abilities, or religion;
- Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures promulgated by RANDWICK. 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:

- Uphold the standing and reputation of RANDWICK as one of Australia's leading cycling clubs;
- Act in a manner which is compatible with the interests of RANDWICK;
- Accord people involved in cycling with the appropriate courtesy, respect and regard for their rights and obligations;
- Obey the law at all times, including any rules and regulations regarding cycling on public or private property;

- Treat people's property with respect and due consideration of its value;
- Show a positive commitment to RANDWICK's 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;
- Not misuse provided funds or property belonging to another party; and
- Observe and comply with the Anti-Doping Rules set out by AusCycling from time to time.

5. UNACCEPTABLE BEHAVIOUR

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

- Statements which are deemed to denigrate an individual or any group of individuals;
- '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;
- The use or encouragement of the use banned substances. (The banned substance list is as outlined by AusCycling from time to time.);
- Any type of gambling, betting or organisation of betting at any cycling event, while competing, officiating or undertaking a management role; and
- Any form of harassment.

6. REPORTING A SUSPECTED BREACH OF THE CODE

Any member of RANDWICK or member of the public may report a suspected breach of this Code by taking the following action:

- Contacting the President of RANDWICK; or
- Contacting any other Committee member of RANDWICK should they be more comfortable communicating with a Committee member.

7. HANDLING OF SUSPECTED BREACHES OF THIS CODE

- Any report received by the President or any other Committee member will be referred to RANDWICK's **Code of Conduct Sub-Committee** (the Sub-Committee);
- A member of the Sub-Committee shall speak to the relevant parties as appropriate and gather information as needed;
- After gathering information, the Sub-Committee shall determine whether a breach of this Code has occurred and, if it deems it has, will take such action, including proposing a remedy or remedies as needed;
- The Sub-Committee will, at all times, respect the privacy of any person or organisation reporting a suspected breach of the Code; and will, at all times, respect the privacy of any person(s) where it has been alleged was the cause of a suspected breach of the Code; and
- In the event of breaches of this Code are suspected to have also breached Federal, State, Local, or other relevant Cycling legislation and regulations, the Sub-Committee may refer the matter to the Club Committee and/or its legal advisers. The Club Committee may refer the matter to the NSW Police or any other authorities as it sees

fit, including to AusCycling, the Australian Sports Commission, and/or other relevant sports' bodies to determine whether any further action or sanctions are required.

8. COMPOSITION OF THE CODE OF CONDUCT SUB-COMMITTEE

- This **Code of Conduct Sub-Committee** (the Sub-Committee) shall comprise three members of RANDWICK's Committee and include
 - the President
 - the Vice-President, and
 - one other senior officer of the Committee
- In the event when any of these officers is suspected of causing a breach of the Code, the Club Committee of RANDWICK will appoint substitute members to the Code of Conduct Sub-Committee so as to handle the matter with equity and fairness;
- At its discretion, the Club Committee may recruit an independent member from the community to sit on the Sub-Committee.

9. COMMUNICATION

- Forms of communication with any person or organisation reporting a suspected breach of the Code AND with any person(s) where it has been alleged was the cause of a suspected breach of the Code will be at the absolute discretion of the Code of Conduct Sub-Committee and determined according to the individual circumstances.
- Communication may include any of the following, and/or others not here stated:
 - Communication with any person(s) where it has been alleged was the cause of a suspected breach of the Code that the Club has received a complaint notification, and relevant details of the suspected breach, whilst respecting the privacy of the person or organisation who has reported a suspected breach of the Code;
 - Acknowledgement given to any person or organisation who has reported a suspected breach of the Code that their complaint will be assessed, and a decision made as to whether a breach of the Code has occurred, together with an estimate of the time it will take to reach a decision;
 - Support/counselling to any person or organisation who has reported a suspected breach of the Code, including acknowledgment by RANDWICK that a breach of the Code has occurred; and
 - Counselling of any person(s) where it has been alleged was the cause of a suspected breach of the Code to prevent future breaches of the Code occurring.