



**Jersey Cycling Association**

## Rules and Regulations

### **CODE OF CONDUCT**

Version 4.0

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# **CODE OF CONDUCT**

## **1. INTRODUCTION**

An important component of maintaining a quality culture for cycling is to set standards of acceptable behaviour which must be upheld by all involved including those participating in club events, activities and competitions.

The accepted tool for defining and communicating acceptable standards of behaviour is a document called the Code of Conduct (Code).

## **2. PURPOSE**

The purpose of the Code of Conduct (Code) is to describe the type of behaviour which Jersey Cycling Association (JCA) is seeking to promote and encourage its members and volunteers to adopt.

## **3. GOVERNANCE**

The Code is intended to govern the conduct of all persons formally associated with cycling within Jersey. In particular, it shall apply to: -

- JCA officials and persons acting for and on behalf of JCA;
- Club officers and members, riders, coaches, officials and volunteers involved with cycling in Jersey;
- Persons participating in JCA and member club organised events;
- Officials, Commissaires and support volunteers assisting in JCA and member club events; and
- JCA appointed delegates and any employees.

## **4. KEY PRINCIPLES**

JCA 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.

JCA 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.

JCA 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, ethnic origin or religion.

Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures promulgated by JCA. 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.

## **5. KEY ELEMENTS**

All persons who are bound by this code shall: -

- Act in a manner which is compatible with the interests of JCA;
- Accord people involved in cycling and other road users 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 JCA's policies, rules, procedures, guidelines and agreements;
- Respect the law and customs of the places they live and visit;
- Respect the confidentiality of information which they receive in the course of fulfilling their duties;
- Uphold the standing and reputation of cycling within Jersey;
- Not misuse provided funds or property belonging to another party; and
- Observe and comply with the Anti Doping Rules set out in the JCA Anti Doping Policy.

## **6. INAPPROPRIATE / UNACCEPTABLE BEHAVIOUR**

This list below provides examples of behaviour considered to be unsuitable and therefore not in the best interests of the cycling:-

- Abusing competitors, officials, or event organisers – (abuse can be verbal and / or by using any type of social media);
- 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;
- Sexual relations between an appointed official and a junior athlete (under the age of consent), irrespective of the wishes and desires of the athlete. In all other cases such relations are strongly discouraged;
- 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 of banned substances;
- 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, bullying or victimisation; and
- Cheating or any action, intentional or not, where unfair advantage over other competitors is obtained or sought.