

Hafren Cycling Club (HCC) Code of Conduct

This Code of Conduct sets out the expected standards of behaviour and responsibilities of each club member and all volunteers supporting the activities of the club. HCC expects that all members, volunteers and parents show respect and understanding for each other and conduct themselves in a way that reflects the principles of the Club.

1. Rights

All members should ensure everyone has an equal right to participate in our cycling activities by-

- Making cycling a sport that is equally open and available to all club members, and where everyone is treated with respect and as an individual.
- Not discriminating against individuals for any reason, whether as a result of race, colour, gender, marital status, sexuality, age, disability, occupation, religion or political persuasion.
- Making every effort to ensure that all individuals have the opportunity to participate without fear or harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment.
- Respecting the right of riders to consult with other coaches and experts.
- Communicating with each other in a way which reflects respect and care.

2. Relationships

- We should build relationships within the club that are open and honest, and founded on mutual trust and respect. 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
- Club members should not behave in a manner that involves, or could be construed as, abuse of any kind (e.g. sexual, physical or emotional abuse, or being neglectful or bullying).
- Any form of sexually related contact with an underage person is strictly forbidden. So too are sexual innuendo, flirting or any inappropriate gestures and terms.
- Members must take action if they have concerns about an adult's behaviour towards a child or a vulnerable adult.
- Physical contact during both competitive and non-competitive cycling activities should be limited to that which is appropriate and necessary. It should always be with the consent and approval of the rider/athlete.

3. Personal standards

Members must strive to demonstrate proper personal behaviour and conduct at all times.

This involves –

- Not acting in any way that might bring the club into disrepute
- Acting as a positive role model for cycling, behaving with respect, honesty, control and dignity to all others.
- Striving towards providing a safe environment for all our activities that maximises the enjoyment and benefits of cycling and minimises risks to participants and competitors.
- Those members who are also club coaches and officials should consider on-going training to maintain their knowledge and expertise within their own specialist areas.

4. Junior Members

- HCC is a Go-Ride accredited club. As such it has an additional code of conduct for parents and junior riders. This can be found on the club website

5. Participation

- During Club Runs, Competitions or other events (including sportives) all members are expected to represent HCC appropriately and follow/respect the rules of the road and competition in accordance with the governing body.
- In all events, the organiser, race secretary and all others officiating the event are to be respected. Should a member have a grievance of any sort, this should be communicated to the HCC Committee to ensure consistency and non-personal bias.
- Please see separate document for Club Run Etiquette – this can be found on the club website and outlines the minimum standards expected on all rides. If in doubt, consult your ride leader or any committee member.

<http://www.hafren.cc/club-rides/club-run-etiquette/>

6. Social Media

- HCC will communicate club activities and results via both the HCC website and Facebook page.
- Members are invited to participate in the Club's website and Facebook page, You must ensure that posted information is appropriate for all to view. Information added by members should not be offensive to or discriminatory against any person or group irrespective of their age, gender, disability, race, ethnic origin, creed, colour, social status, religion, sexual orientation or any other condition.
- Private sales that are of interest to group members are allowed. However, the group is not to be used for commercial gain
- You are allowed to promote activities within the group provided they are relevant to the group members. E.g. sportives, charity events etc.

- The Facebook group is there for the good of the club and its members and it is a vital communication tool for the club. It is an active social hub, very friendly and you are encouraged to make use of it. However, at the discretion of the group administrator (or committee if necessary) a breach of the above rules will result in a warning and/or removal of the post and removal or suspension of you from the group.
 - Offensive behaviour or posts will result in your removal from the group. Behaviour or posts deemed to be offensive by the Club Management Committee after consultation with the Facebook Group Administrator may result in removal or suspension
 - Spam posts of little or no relevance in the group may cause your removal from the group.

7. Club Equipment

HCC and the local community have invested and will continue to invest in equipment to support and promote HCC club activities and cycle sport locally.

- Members are expected to use this equipment with respect at all times.
- Failure to do so may result in members being restricted from using club equipment in the future.
- Extreme cases of neglect and abuse, may result in the club looking to seek to recover costs caused by neglect or abuse