



AUSCYCLING

**CODE OF CONDUCT
(Including Officials)**

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1. Purpose

The purpose of the AusCycling Code of Conduct (Code) is to describe the culture and type of behaviour which AusCycling seeks to promote and encourage for everyone involved in cycling in Australia

2. Governance

The code shall be known the AusCycling Code of Conduct. It will be reviewed every two years by the Ethics and Integrity Committee. Recommended amendments must be approved by the Board before coming into effect.

3. Scope

The Code governs the conduct of all people formally associated with all disciplines of cycling in Australia. In particular, it applies to:

- 3.1. Board members, Board Committee members and Commission members
- 3.2. Employees and contractors of AusCycling
- 3.3. Athletes in the Australian Cycling Team and Podium Potential Academy
- 3.4. People participating in AusCycling sanctioned events or activities
- 3.5. Officials, Commissaires and volunteers assisting with or conducting AusCycling events
- 3.6. Members of AusCycling

4. Key Principles

AusCycling wishes to operate in an environment:

- 4.1. Where racing and competition is genuine, and where the outcome is not affected by doping, race-fixing, illegal betting or other forms of cheating.
- 4.2. Where people show respect for others and their property to ensure no damage or deprivation is caused to either. Respect is defined as consideration for another's physical and emotional well-being and possessions.
- 4.3. 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.
- 4.4. Which is a non-discriminatory environment, and which respects the right, dignity and worth of every human being, and (within the context of the activity), treats 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 maintained by AusCycling. If any disciplinary action is taken, a person directly affected will be given the opportunity to participate in those proceedings and the right to appeal against any decision against him or her.

5. Key Elements

All people who are bound by this code shall:

- 5.1. Act in a manner that is compatible with the interests of AusCycling.
- 5.2. Compete without cheating.
- 5.3. Accord people involved in all forms of cycling with the appropriate courtesy, respect and regard for their rights and obligations.
- 5.4. Treat people's property with respect and due consideration of its value.
- 5.5. Show a positive commitment to AusCycling's policies, rules, procedures, guidelines and agreements.
- 5.6. Respect the law and customs of the places they visit.
- 5.7. Respect the confidentiality of information that they receive in the course of fulfilling their duties.
- 5.8. Not misuse funds or property belonging to another party.
- 5.9. Uphold the standing and reputation of all forms of cycling within Australia.
- 5.10. Observe and comply with the Anti-Doping Rules set out in the AusCycling Anti-Doping Policy.

6. Unacceptable Behaviour

This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the cycling. This is not an exhaustive list.

- 6.1. Gambling, betting or organisation of betting at any cycling event, while competing, officiating or undertaking a management role.
- 6.2. 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.
- 6.3. Using or encouraging the use of prohibited substances or methods as defined in AusCycling's Anti-Doping Policy.
- 6.4. Any form of harassment.
- 6.5. Damaging another person's property or depriving them of that property.
- 6.6. Sexual relations between an employee or appointed official and a junior athlete (under the age of consent), irrespective of the wishes and desires of the athlete.
- 6.7. Physical contact with athletes unless it is appropriate to the situation and be necessary for the further development of the athlete's skill.
- 6.8. Statements that are deemed to denigrate the group that an individual is representing.

7. Officials Specific Code of Conduct Elements

The duty of an official carries with it an obligation to perform those duties with accuracy, consistency, objectivity and a high sense of integrity. To preserve and encourage confidence in the professionalism and integrity of officiating, all officials are expected to act in an ethical manner.

In addition to the areas outlined in the AusCycling Code of Conduct officials will observe and adhere to the following specific requirements:

- 7.1. Operate within the rules and spirit of your sport, promoting fair play over winning at all cost
- 7.2. Place safety and welfare of the participants above all else
- 7.3. Act with integrity and objectivity and accept responsibility for their actions
- 7.4. Be consistent and impartial when making decisions
- 7.5. Avoid any conflict of interest
- 7.6. Adopt responsible behaviour in relation to alcohol and other drugs
- 7.7. Be courteous, respectful and open to discussion and interaction
- 7.8. Respect the decisions of fellow officials, coaches and administrations in the conduct of the sport
- 7.9. Act impartially and do not permit gender, ability, cultural background or religion to impact your decisions and interactions
- 7.10. Encourage inclusivity and access for all potential participants
- 7.11. Be a positive role model in behaviour and personal appearance
- 7.12. Ensure your decisions and actions contribute to a safe environment
- 7.13. Ensure your decisions and actions contribute to a harassment free environment
- 7.14. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- 7.15. Show concern and caution towards sick and injured participants.

8. Relevant Documents

Child Safe Sport Code of Behaviour
 Member Protection Policy
 Coach and Instructor Code of Behaviour
 AusCycling Technical Regulations

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