



### Definitions

1. The following items have these meanings in this Code:
  - a) “Club” refers to the Brampton Cycling Club.
  - b) “Individuals” refers to those engaged in activities with the Club including, but not limited to members, riders, volunteers, committee members and Directors and Officers of the Club.

### Purpose

2. The purpose of this Code is to ensure a safe and positive environment by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the Club’s core values. The Club supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

### Application of this Code

3. This Code applies to Individuals’ conduct during the Club’s activities, including, but not limited to rides, travel associated with the Club’s activities, social events and any meetings.
4. An Individual who violates this Code may be subject to sanctions pursuant to the Club’s *Discipline and Complaints Policy*.
5. This Code also applies to Individuals’ conduct outside of the Club’s events when such conduct adversely affects relationships within the Club and is detrimental to the image and reputation of the Club. Such applicability will be determined by the Club at its sole discretion.

### Responsibilities

6. Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of the Club members and other individuals by:
    - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of other members, volunteers, or third parties.
    - iii. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
    - iv. Consistently treating individuals fairly and reasonably.

- b) Refrain from any behaviour that constitutes **harassment**, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats, or outbursts
  - ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts
  - iii. Leering or other suggestive or obscene gestures
  - iv. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
  - v. Practical jokes which endanger a person's safety, or negatively affect performance
  - vi. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
  - vii. Unwelcome sexual flirtations, advances, requests, or invitations
  - viii. Physical or sexual assault
  - ix. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
  - x. Retaliation or threats of retaliation against an individual who reports harassment to the Club
- c) Refrain from any behaviour that constitutes **sexual harassment**, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
  - ii. Display of sexually offensive material
  - iii. Sexually degrading words used to describe a person
  - iv. Inquiries or comments about a person's sex life
  - v. Unwelcome sexual flirtations, advances, or propositions
  - vi. Persistent unwanted contact
- d) Respect the property of others and not wilfully cause damage
- e) Promote the sport in the most constructive and positive manner possible
- f) When driving a vehicle with an Individual:
- i. Have a valid driver's license not under suspension;
  - ii. Not be under the influence of alcohol or illegal drugs or substances; and
  - iii. Have valid car insurance.
- g) Adhere to all federal, provincial, municipal and host country laws
- h) Comply, at all times, with the Club's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

## **Directors, Committee Members, and Staff**

7. In addition to section 6 (above), the Club's Directors and Committee Members will have additional responsibilities to:
  - a) Function primarily as a Director or Committee Member of the Club; not as a member of any other particular member or constituency
  - b) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the Club's business and the maintenance of Individuals' confidence
  - c) Ensure that the Club's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
  - d) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the Club
  - e) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
  - f) Behave with decorum appropriate to both circumstance and position
  - g) Keep informed about the Club's activities, the local sport community, and general trends in the sectors in which they operate
  - h) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Club is incorporated
  - i) Respect the confidentiality appropriate to issues of a sensitive nature
  - j) Respect the decisions of the majority and resign if unable to do so
  - k) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
  - l) Have a thorough knowledge and understanding of all the Club governance documents
  - m) Conform to the bylaws and policies approved by the Club