



# CODE OF CONDUCT

## 1. PURPOSE

The purpose of the Code of Conduct (Code) is to describe the type of behaviour which Cycling Queensland (C.Q.) is seeking to promote and encourage its members and supporters to adopt.

## 2. GOVERNANCE

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

- Persons acting for and on behalf of C.Q.
- Athletes, coaches, managers and support staff of C.Q.
- Members of C.Q. Board of Management
- Persons participating in C.Q. sanctioned events.
- Officials, Commissaires and support personnel assisting or conducting CQ events.
- CQ appointed Delegates and employees of CQ.

## 3. KEY PRINCIPLES

- CQ 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.
- CQ 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 ASC Guidelines for Harassment-Free Sport).
- CQ 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 C.Q. 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:

- Act in a manner which is compatible with the interests of C.Q.
- Accord people involved in cycling 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 CQ'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;
- Uphold the standing and reputation of cycling within Australia;
- Not misuse provided funds or property belonging to another party; and
- Observe and comply with the Anti Doping Rules set out in the CQ Doping Policy.

#### **5. UNACCEPTABLE BEHAVIOUR**

- This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the sport.
- '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.
- 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 banned substances. (The banned substance list is as outlined under CQ's Anti-Doping Policy.)
- 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.