



Code of Conduct Policy

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1. OBJECTIVE

1.1. This policy shall establish minimum standards of ethical behaviour expected by Cycling Canada.

2. FIELD OF APPLICATION

2.1. This policy shall apply to the following participants in the sport of cycling:

- Cycling Canada Board members;
- Cycling Canada staff, contractors and volunteers;
- UCI licensed officials;
- National team athletes, managers, coaches and support staff;
- Project coaches;
- Race organizers of Canadian Championships and international events in Canada;

collectively referred to herein as participants.

3. DEFINITIONS

3.1. Code of Conduct - a set of rules outlining the responsibilities of or proper practices for an individual or organization.

4. PRINCIPLES

4.1. Cycling is one of Canada's most storied sports, and participants have, over the years, built its reputation on fair competition and good sportsmanship.

4.2. The behaviours and values required to succeed in cycling – discipline, teamwork, pursuit of excellence, integrity and respect – also develop character and contribute to a healthy lifestyle. Participants in Canadian cycling are expected to:

4.2.1. uphold these values at home and when competing abroad;

4.2.2. be exemplary role models for others in the sport of Cycling; and

- 4.2.3. do nothing, in or out of uniform, on or off the bike, that would bring the sport of Cycling, Cycling Canada or Canada into disrepute.

5. POLICY STATEMENT

5.1. Participants in the sport of Cycling will:

- 5.1.1. Remember at all times that they represent Cycling Canada;
- 5.1.2. Demonstrate, through words and actions, sportsmanship, sports leadership and ethical conduct;
- 5.1.3. Treat others with respect and refrain from negative or disparaging remarks or comments including the use of profane, insulting or otherwise offensive conduct or language;
- 5.1.4. Cooperate with other participants, demonstrate mutual respect and avoid criticism of each other by any means (including without limitation email, social media and traditional media);
- 5.1.5. Wear team clothing at all designated times as required by Cycling Canada and dress appropriately at all times;
- 5.1.6. Adhere to Cycling Canada and UCI rules regarding clothing and logos;
- 5.1.7. Always demonstrate respect for opponents, race organizers, officials and volunteers, in both victory and defeat;
- 5.1.8. Not criticize or disparage opponents, race organizers, officials, volunteers or national / international cycling associations by any means (including without limitation email, social media or traditional media);
- 5.1.9. Accept the decisions of officials, and utilize only formal processes of appeal, protest or challenge in the event of disagreement;
- 5.1.10. Know the identity of Cycling Canada's sponsors, be supportive of their role as sponsors and refrain from displaying support for sponsors' competitors when involved in national cycling activities;
- 5.1.11. Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods in accordance with CCES and WADA;
- 5.1.12. Comply with the Doping Control Rules contained in the Canadian Anti-Doping Program as prescribed by CCES and WADA;
- 5.1.13. Refrain from the use or consumption of any illegal products while a member of a Cycling Canada team, where illegal is defined as prohibited

by the laws of Canada or prohibited by the laws of any country to which participants may travel as part of a Cycling Canada team;

- 5.1.14. Refrain from using alcohol when involved in Cycling Canada training sessions or competitive events and consume these products responsibly in association with Cycling Canada National / International cycling social events;¹
- 5.1.15. When competing, coaching, officiating or supporting outside Canada, be mindful of their status as guests, be respectful of host country traditions, take proper care of any property entrusted in their care, and express the proper gratitude to race organizers and others who have shown their hospitality; and
- 5.1.16. Always comply with the bylaws, policies, rules and regulations of Cycling Canada, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by Cycling Canada.

6. PROVISIONS

6.1. Coaches working with the National Team must:

- 6.1.1. Consistently demonstrate a high standard of personal and professional behavior, and project a positive image of the sport and of coaching;
- 6.1.2. Endorse the Coaching Code of Ethics of the Canadian Professional Coaches Association²;
- 6.1.3. Ensure a safe training environment by selecting activities and establishing controls that are suitable for age, experience, ability and fitness levels of athletes;
- 6.1.4. Always be mindful of the safety of athletes under their direction, and adhere to the safety rules in force at training and competition sites;
- 6.1.5. Actively assist in sustaining the present and future health of athletes by communicating and cooperating with registered medical practitioners in the diagnosis, treatment and management of injuries and other associated health or fitness problems;

¹ Cycling Canada has a “zero tolerance” policy regarding the consumption of alcohol by any Cycling Canada team member under the legal drinking age. For the purposes of this policy, drinking age is the age under the applicable Federal/Provincial law. This “zero tolerance” policy regarding the consumption of alcohol shall apply to any Cycling Team participant involved in a program, project or activity for junior and / or youth athletes, regardless of the participant’s age.

² Coaching staff must be familiar with and adhere to this Code of Conduct. The relationship between athlete and coach gives coaches the power to play an influential role in the personal and athletic development of athletes. Coaches must use such power carefully and not abuse it. Coaches can be influential through their behaviour and conduct, not only in conveying the values and image of the sport, but also in projecting values for life.

- 6.1.6. Educate athletes about the dangers of drugs and performance enhancing substances;
- 6.1.7. Ensure that athletes are made aware of the details of team selection processes;
- 6.1.8. Abide by the Selection Policy and Selection Criteria as same may be amended from time to time, ensuring that proper details and records are maintained as directed Cycling Canada regarding selection decisions;
- 6.1.9. Abide by the rules of racing and practice good sportsmanship and actively encourage athletes to do so;
- 6.1.10. Consider the future health and well-being of athletes as paramount when making decisions regarding an injured athlete's ability to continue training or competing;
- 6.1.11. Direct comments or constructive criticism to focus on performance rather than the athlete personally;
- 6.1.12. Respect the confidentiality of an athlete's medical information and refrain from disclosing or discussing it with any person or entity other than the athlete, his or her health advisors and coaching staff without the express and/or implied consent of the athlete;
- 6.1.13. Accept and promote athletes' personal goals and, as need and opportunity arises, refer athletes to other coaches and sports specialists;
- 6.1.14. In the case of minors, communicate and cooperate with the parents / guardians of athletes and involve them in decisions pertinent to the athlete's development where practical to do so;
- 6.1.15. Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic achievement;
- 6.1.16. Refrain from any behaviour or conduct that abuses the power imbalance inherent in the coaching position; and
- 6.1.17. Refrain from any sexual relationship with any athlete and/or subordinate particularly, where such individual is a minor as defined by the applicable Federal/Provincial law.

6.2. National Team Athletes in training must:

- 6.2.1. Adhere to and complete the mutually agreed training program including Cycling Canada Team testing, medical examinations and necessary immunizations;

- 6.2.2. Maintain a training diary and provide coaches with details of unsupervised off-bike training, including off-season training as required;
- 6.2.3. Respect team equipment and return it in proper condition;
- 6.2.4. Be open and honest with medical support staff and coaches regarding medical problems, and respect decisions by medical support staff regarding continued training or competition, taking into consideration the athlete's health;
- 6.2.5. Attend all medical and non-medical appointments with the Integrated Support Team staff, or provide reasonable advance notice to the individual with whom the appointment is scheduled;
- 6.2.6. Report any health or fitness problems in a timely fashion where such problems may limit the ability to travel, train, compete or, in the case of carded athletes, interfere with the ability to fulfil requirements under the Athlete Assistance Program;
- 6.2.7. Provide complete and accurate information on all declarations required concerning medication that is being taken; and
- 6.2.8. Comply with all other obligations set out in the Athlete Agreement.

6.3. National Team Athletes in competition must:

- 6.3.1. Respect all curfews established by Cycling Canada and its coaches;
- 6.3.2. Be mindful of individual safety and adhere to the safety rules in force from time to time;
- 6.3.3. Compete in events in which they are entered unless prevented from doing so by injury or illness;
- 6.3.4. Report any health or fitness problems in a timely fashion where such problems may limit the ability to travel, train, compete or, in the case of carded athletes, interfere with the ability to fulfil requirements under the Athlete Assistance Program;
- 6.3.5. Ensure that travel itineraries meet the needs and expectations of the coaches, when travelling to and from competition;
- 6.3.6. Be acquainted with and adhere to the rules of the particular competition including racing rules, traffic patterns, clothing marketing and deportment; and
- 6.3.7. Comply with all other obligations set out in the Athlete Agreement.

6.4. Officials supporting National and International events must:

- 6.4.1. Conduct all events according to the rules of Cycling Canada and the UCI, always keeping in mind the integrity of the sport, the integrity of the competition and each athlete's participation; and
- 6.4.2. Always cooperate reasonably with other officials, assisting less experienced colleagues when it will enhance the professionalism of the event, and refrain from public criticizing other officials through any means.

6.5. Staff supporting the National Team must:

- 6.5.1. Act in the best interest of Cycling Canada and the athletes they support;
- 6.5.2. Communicate openly with each other and with coaches as necessary, on matters affecting the athletes and the team;

6.6. Medical staff supporting the National Team must:

- 6.6.1. Always respect the confidentiality of personal and/or medical information, and respect the terms of an athlete's permission, given under the Athlete Agreement, that the athlete's health may be discussed only with Cycling Canada's High Performance Director and coaching staff to the extent that, in the opinion of the medical support staff, such information is relevant to the athlete's ability to train or to compete at an expected level³;
- 6.6.2. When accompanying a team abroad, recognize that the health of athletes and other team members is a priority, and be ready to attend to their needs at all times⁴;
- 6.6.3. Abide by all applicable laws, by-laws, rules and regulations of competent authorities and standards of conduct established by the applicable licensing body governing the conduct of the particular medical support staff, and at all material times maintain membership in good standing with the applicable licensing body; and
- 6.6.4. Maintain records as required by the applicable licensing body and as specified by Cycling Canada.

6.7. Discipline

³ . In such an event, the medical staff person must inform the athlete that he/she will be disclosing the athlete's information and to whom. Care must be taken to avoid inadvertent disclosure of personal information, given the close confines of the team treatment area and living quarters.

⁴ Medical staff must remain as reasonably close to the team as possible. If absent for any reason, medical staff must inform the Program Coordinator, or such other Cycling Canada representative as is appropriate under the circumstances, of their whereabouts and provide detailed contact information.

- 6.7.1. A participant's failure to achieve or maintain an expected standard of behavior, as set out above, may be considered an infraction and may result in the imposition of disciplinary measures.
- 6.7.2. Any participant may report an infraction of this Policy to the CEO in writing within 14 days of the alleged infraction.
- 6.7.3. Cycling Canada may determine that an alleged infraction is seriousness enough to warrant suspension of the relevant participant, pending an investigation, a hearing and a disciplinary decision.
- 6.7.4. Cycling Canada's High Performance Director or his/her designate shall deal with an infraction of this policy if it relates to a National Team members, and shall oversee the disciplinary process within the National Team. The High Performance Committee is authorized to take disciplinary action against any team member consistent with the provisions of this policy.
- 6.7.5. In deciding the appropriate action, the rules of procedural fairness must be respected. Thus, the person affected must know the allegations against him or her and must be given a chance to respond to the allegations.
- 6.7.6. Disciplinary action may include, without limitation, a demand for oral or written apology, a curfew, reparations for damage caused, suspension from the team and, when the team is involved in international training or competition, being sent back to Canada. In the case of suspension or being sent back to Canada, the High Performance Director's decision must first be ratified by the High Performance Committee.
- 6.7.7. Where a participant has been suspended or is the subject of a disciplinary hearing, the participant's club/trade team, if relevant, and the Provincial / Territorial Association in which the participant is a member will be advised.
- 6.7.8. Disciplinary decisions are subject to appeal, in accordance with Cycling Canada's Appeals Policy.

7. REVIEW AND APPROVAL

- 7.1. This policy was approved by Cycling Canada's Board of Directors on the 25th day of October, 2014.
- 7.2. Date of Last Review: October 2011
- 7.3. Original Policy Leads: Bill Kinash, Kevin Baldwin, Greg Mathieu
- 7.4. Current Policy Leads: Bill Kinash, Kevin Baldwin, Greg Mathieu