



MIDLAND CYCLE CLUB

Code of Conduct

OVERVIEW

The Midland Cycle Club (MCC) Code of Conduct outlines the expected behaviour and conduct for all members and supporters of MCC. The code reflects the club's core values of inclusivity, integrity, excellence, passion, community, and innovation. It applies to all members, supporters, and those involved in club events and activities.

May 2024

Our Purpose

To foster a dynamic and inclusive cycling community that passionately engages in both recreational and competitive riders.

Code of Conduct Purpose

The MCC Code of Conduct reflects our core values and outlines the expected behaviour and conduct for all members and supporters of MCC.

Scope

This code of conduct applies to all members of MCC and those providing support during club events such as training, races, and organised social activities, including:

- Persons acting on behalf of the club
- Athletes, riders, coaches, managers, support persons, and parents/guardians of junior members
- Participants in MCC or AusCycling-sanctioned events or activities
- Officials, Commissaires, and support personnel involved in MCC or AusCycling events
- MCC-appointed delegates, officials, committee members, volunteers, and employees

Key Principles

- **Respect:** Show consideration for others' physical and emotional well-being and property.
- **Harassment-Free Environment:** Maintain an environment free from any action directed at an individual or group that creates a hostile, intimidating or offensive environment.
- **Non-Discrimination:** Treat everyone equally, respecting the dignity and worth of every individual regardless of gender, ethnic origin, or religion.

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Our Core Values

Inclusivity

- We embrace diversity and inclusivity in all aspects of the club
- We create a welcoming environment where everyone feels valued and respected
- We celebrate and appreciate the unique backgrounds and perspectives of our members

Integrity

- We embrace transparency and honesty in all our actions and decisions
- We hold ourselves to the highest ethical standards and expect the same of our members
- We are committed to building a club culture that values integrity and accountability

Excellence

- We are committed to achieving excellence in all aspects of our club, from racing to community service
- We strive to produce champions across all cycling disciplines through our focus on athlete development
- We are dedicated to providing a supportive environment where every member can achieve their personal goals

Passion

We are passionate about all aspects of cycling, from racing to recreational rides

- We encourage members to pursue their cycling goals and passions
- Our passion for cycling fuels our commitment to the club and our community

Community

- We are an integral part of the larger community and strive to make a positive impact
- We actively participate in local events and activities to promote the benefits of cycling
- We foster a sense of camaraderie and connection among our members, both on and off the bike

Innovation

- We embrace a forward-thinking approach to cycling and club management
- We are committed to exploring new ideas and technologies to improve our club and the sport of cycling
- We encourage our members to be creative and innovative in their approach to cycling

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Midland Cycle Club (MCC) Code of Conduct Policy

Policy Statement

All individuals bound by the Midland Cycle Club (MCC) Code of Conduct are required to adhere to the following standards of behaviour and conduct. These standards reflect our commitment to maintaining a respectful, supportive, and inclusive cycling community.

Standards of behaviour and conduct

Alignment with Club Interests: Act in a manner that aligns with and promotes the interests of MCC. This includes prioritising the club's goals, initiatives, and overall mission in all activities and decisions.

Uphold Reputation: Act in ways that uphold and enhance the standing and reputation of cycling and MCC within the broader community. This includes demonstrating sportsmanship, integrity, and professionalism.

Compliance with Anti-Doping Rules: Adhere strictly to the Anti-Doping Rules as outlined in the AusCycling Anti-Doping Policy. This includes not using or promoting the use of banned substances.

Courtesy and Respect: Treat all individuals involved in cycling, whether they are members, competitors, or spectators, with the utmost courtesy and respect. This includes being polite, considerate, and fostering an environment of mutual respect.

Respect for Property: Handle others' property with care and consideration, ensuring that no damage or misuse occurs. This applies to both personal belongings and club property.

Commitment to Policies: Adhere to all policies, rules, procedures, guidelines, and agreements set forth by MCC and AusCycling.

Legal and Customary Respect: Respect the laws and customs of the places visited during club activities, whether local or international. This includes obeying local regulations and respecting cultural practices.

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Confidentiality: Maintain the confidentiality of sensitive information received during duties. This includes safeguarding personal data and proprietary information from unauthorised disclosure.

Proper Use of Funds and Property: Ensure that funds and property belonging to MCC or other parties are used responsibly and for their intended purposes. Avoid any form of misappropriation or misuse.

Asset Use: MCC assets or equipment must not be used for personal or financial gain unless explicitly approved in writing by the committee.

Appropriate Attire: Individuals engage in volunteer or paid roles must wear MCC or plain clothing while on duty to maintain a professional appearance and represent the club appropriately.

Coach Identification: When undertaking coaching duties coaches must wear MCC kit/clothing. If MCC kit/clothing is not available due to circumstances outside of the coaches control then plain/neutral kit/clothing is to be worn.

Rider Attire: Riders participating in MCC training sessions or rides are encouraged to wear MCC kit.

Conflict of Interest: Members in leadership or support roles must report any conflicts of interest real or perceived to the Club Secretary.

Engaging with Children: When interacting with a person under 18 years old maintain professionalism and follow best practices to ensure their safety and avoid any allegations of inappropriate behaviour.

Safe Environment: Ensure that all decisions and actions contribute to a safe, inclusive, and harassment-free environment. This includes being vigilant about safety protocols and promoting a welcoming atmosphere.

Care for Injured Riders: When interacting with injured riders, assess the situation carefully, provide assistance within your training, and seek medical help if necessary,

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