



**CYCLING
IRELAND**

Code of Conduct

Version 1.0

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INTRODUCTION

The development of this code of conduct for Cycling Ireland, is to incorporate the respect for, and the elimination of abuse towards commissaires, officials, coaches, cyclists and other individuals and to help promote good practice within the sport and activity of cycling.

The Code of Conduct outlines good practice procedures required of those participating in the sport and activity of cycling, regardless of what role they may play in doing so. It also aims to create an atmosphere of fairness, integrity, and respect among participants, coaches, competitors, officials, the public and supporters in sports. It covers the behaviour of all involved before, during, and after the sport or activity is conducted, no matter the sporting environment.

Participants, Coaches, Supporters, Parents/Guardians, Commissaires/Officials, Clubs and other personnel should recognise the pivotal role that each and many others, play in the development of the sport and activity of cycling, and should always support one another when fulfilling their roles.

This code of conduct addresses the minimum levels of behaviour, conduct and good practice procedures. Outlined within the code of conduct, are the following relevant roles:

- Participants
- Coaches
- Supporters
- Parents/Guardians
- Commissaires/Officials
- Clubs & Club Members

It also emphasises the role of parents/guardians and supporters in supporting the positive development of young participants and avoiding actions that can have a lasting emotional effect on them.

Further below, the Code of Conduct also highlights the disciplinary procedures or sanctions that may be applied for breaches of this code as well as procedures for reporting breaches of the Code of Conduct.

A separate Code of Conduct may be created at Club/Committee level. Such a Code of Conduct will not conflict with the Cycling Ireland Code of Conduct. Clubs/committees should implement their own policies and procedures for dealing with breaches of their code of conduct. They should educate and encourage participants to report breaches of the code of conduct so matters can be dealt with as soon as possible.

CODE OF CONDUCT

1. POSITIVE CONDUCT

All members and participants (Coaches/Selectors/Assistants, Supporters, Parents/ Guardians, Commissaires/Officials, Clubs, and other personnel) should:

- 1.1. Adopt the Code of Conduct as the basic level of agreement between clubs, committees, participants, coaches, commissaires/officials, parents/ guardians and supporters and others who may be involved in the sport.
- 1.2. Ensure that the sport and activity is conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not sufficient to rely solely upon the commissaires/officials to uphold the Code of Conduct.
- 1.3. Promote the responsibility and accountability for their conduct in accordance with the policies, procedures, and further codes of conduct in Cycling Ireland.
- 1.4. Respect fellow participants, members, officials, volunteers, and opponents regardless of gender, civil status, family status, sexual orientation, political persuasion, age, disability, race, religion, and membership of the Traveller community.
- 1.5. Respect the decisions of all commissaires, technical officials, Disciplinary Officers and Disciplinary Committees.
- 1.6. Maintain, demonstrate and promote the highest standards of respect.
- 1.7. Demonstrate a positive attitude to the sport and activities to the wider public.
- 1.8. Listen to coaches, commissaires, and officials.
- 1.9. Actively discourage participants from abusing commissaires, officials, members, or opponents.
- 1.10. Promote the reputation of the sport and take all steps to prevent it from being brought into disrepute.
- 1.11. Respect the rights, dignity and worth of every person.
- 1.12. Act as good role models.
- 1.13. Implement, support, and promote the code of conduct.
- 1.14. Maintain, demonstrate and promote the highest standards of integrity.
- 1.15. Promote the highest standards of personal conduct.
- 1.16. Comply with the Technical Regulations, policies, and procedures within Cycling Ireland and the Union Cycliste Internationale (UCI).
- 1.17. Co-operate in ensuring that the spirit of fair play and the regulations, rules and policies of Cycling Ireland and the Union Cycliste Internationale (UCI) are upheld.
- 1.18. Encourage and applaud the participation, good performances and effort from participants and opponents alike, regardless of the result.
- 1.19. Show respect to your opponents and fellow participants. Without them there would be no sport or competitions.
- 1.20. Only enter the sporting environment with the commissaire's/official's permission.
- 1.21. Promote Fair Play and encourage all participants and fellow officials to always participate and compete by the rules of the sport.
- 1.22. Ensure that all activities are inclusive and allow all to participate in an enjoyable way.
- 1.23. Involve parents/guardians and other club members in a culture of promotion of best practice.
- 1.24. Ensure safe induction and supervision of volunteers/employees.
- 1.25. Act with integrity and objectivity in sport.
- 1.26. Encourage fair play and ensure safety is paramount in sport.

- 1.27.** Put welfare of participants first.
- 1.28.** Be qualified and up to date with the latest rules, coaching knowledge, and skills.
- 1.29.** Avail of assessments, participate in continuous professional development when required and other supports to maintain and improve performance.
- 1.30.** If working with under 18s you must undertake agreed Garda Vetting and/or background Police/An Garda Síochána checks within the jurisdictions in which you officiate and attend relevant child safeguarding training where specified and required Cycling Ireland and Sport Ireland guidance.
- 1.31.** Follow all guidance provided in Cycling Irelands Safeguarding Policies when working with Children (Under 18s) or Vulnerable Adults
- 1.32.** Demonstrate appropriate good behaviour by not using foul language, and by not engaging in abusive language or deeds or by harassing participants, supporters, coaches, or commissaires/ officials.
- 1.33.** Show appreciation to volunteers, coaches, clubs, and officials.
- 1.34.** Communicate decisions to participants in an effective and constructive manner in consideration of the age groups taking part.
- 1.35.** Deal with dissent firmly and fairly.
- 1.36.** Remain positive when dealing with participants and/or coaches, parents/guardians, and supporters.
- 1.37.** Work as a team with other commissaires/officials when required.
- 1.38.** Maintain composure regardless of the circumstances.
- 1.39.** Report breaches of the code of conduct to the appropriate person or committee.
- 1.40.** Cooperate with any investigation in respect of an alleged breach of the code of conduct.
- 1.41.** Understand and implement the complaints and disciplinary procedures of Cycling Ireland.
- 1.42.** Manage disciplinary matters appropriately.
- 1.43.** Report misconduct of participants or supporters' conscious of the fact that such matters may be followed up in accordance with rules set by a club, committee, or Cycling Ireland
- 1.44.** Ensure complaints including rumours are not ignored and are dealt with appropriately, following the relevant procedures.
- 1.45.** Report incidents/accidents to the relevant persons.
- 1.46.** Report incidents/accidents to the parents or guardians (if a child under the age of 18 is involved).
- 1.47.** Keep and store securely all documentation in a confidential manner with respect to meetings, correspondence, and minutes of committee meetings.
- 1.48.** Set up, maintain, revise, and implement policies and procedures in the best interests of participants and taking into consideration the best interest of the club/committee and/or Cycling Ireland.
- 1.49.** Ensure that the sport is conducted in accordance with the principle of integrity, with disciplined and sporting behaviour and acknowledge that it is not solely upon the Commissaires and/or Officials to maintain those principles. Equally Commissaires and/or Officials shall apply the rules of the Sport in a fair and consistent manner and make decisions with absolute impartiality and objectivity.

2. CODE OF CONDUCT BREACHES

All members and participants (including Coaches/Selectors/Assistants, Supporters, Parents/Guardians, Commissaires/Officials, Clubs, and other personnel) must not:

- 2.1.** Shout, argue, abuse physically or verbally commissaires/officials/participants/Cycling Ireland staff members, at any time.
- 2.2.** Shout, argue, abuse physically or verbally participants, supporters, parents/guardians, or any other participant at any time.
- 2.3.** Shout at or argue with their coach, participants, or opponents.
- 2.4.** Use violence towards participants, coaches, officials, opponents, or supporters or members of the public.
- 2.5.** Use unfair or bullying tactics to gain advantage or isolate other participants.
- 2.6.** Use unacceptable language or racial and/or sectarian or homophobic or sexist references towards a participant, an opponent, coach, official or supporter by words, deeds, or gestures.
- 2.7.** Use foul language or provocative language/gestures or behaviour towards any participant, coach, commissaire/official or supporter or member of the public.
- 2.8.** Use any other forms of abuse that could be construed as sexual, physical and/or emotional abuse.
- 2.9.** Lose their temper.
- 2.10.** Abuse, threaten or intimidate a commissaire/official/participant/volunteer/public, on or off the sporting environment.
- 2.11.** Do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of their gender, civil status, family status, sexual orientation, political persuasion, age, disability, race, religion, and membership of the Traveller community.
- 2.12.** Ridicule or scold a participant for making a mistake during the sport or competition.
- 2.13.** Use social media to abuse participants, opponents, coaches, commissaires/officials, volunteers, other individuals, or Cycling Ireland staff.
- 2.14.** Use social media or social media apps for the distribution of offensive content, to taunt, bully or racially abuse others.
- 2.15.** Use social media to implicate or undermine participants, opponents, coaches, commissaires/officials, volunteers, or other individuals.
- 2.16.** Publish or cause to be published criticism of the way or any other club/organisation/committee handled or resolved any dispute or disciplinary matter resulting from a breach of the code of conduct or rules of the sport.
- 2.17.** Behave or act in any way that infringes the rules of the sport, including anti-doping rules, or that seeks to gain an unfair advantage.
- 2.18.** Aggressively challenge a commissaires/officials' decision or integrity.
- 2.19.** Enter, before, during or after the sporting environment in which the sport is being conducted, unless authorised to do so.
- 2.20.** Berate your own child or any other child for their standard of participation or competition.
- 2.21.** Embarrass a child or use sarcastic remarks towards a participant, official, volunteer, or other individuals involved in your sport.
- 2.22.** Undertake any other unsporting like behaviour.
- 2.23.** Repeatedly breach the Technical Regulations, rules, policies of the sport.

- 2.24. Conduct themselves in a manner which adversely affects any element of Cycling Ireland including any member, person or any commercial partner of Cycling Ireland.
- 2.25. Knowingly fail to follow Cycling Irelands Safeguarding Guidance for Children or Vulnerable Adults

3. REPORTING & SANCTIONS

- 3.1. Participants, Coaches, Supporters, Parents/Guardians, Commissaires/Officials & Clubs should report breaches of the code of conduct to the appropriate person or committee within Cycling Ireland, as per the Dispute Resolution and Disciplinary Procedures.
- 3.2. Any breaches of the above-mentioned points within the Code of Conduct will be investigated by the relevant club/committee and/or Cycling Ireland and disciplinary proceedings in respect of a breach shall be conducted in accordance with the club/committee and/or Cycling Ireland disciplinary procedures set out in their policies and procedures.
- 3.3. The following is a short list of recommended sanctions, for consideration by the responsible club/committee and/or Cycling Ireland.
 - 3.3.1.1. A caution, a warning as to future conduct, or a reprimand
 - 3.3.1.2. A monetary fine
 - 3.3.1.3. The requirement to replay a contest at such time and at such venue as is thought fit.
 - 3.3.1.4. The forfeiture of, and/or the granting to another competitor, the competition points and/or result(s)
 - 3.3.1.5. The banning of a club from an event
 - 3.3.1.6. The suspension or expulsion, in part or in full, of the club, competitor, committee or person for such period as may be deemed appropriate.
 - 3.3.1.7. Such other penalty or sanction as may be deemed appropriate
- 3.4. Any breaches of conduct set out in the Code of Conduct will be investigated by the relevant club/committee/ Cycling Ireland involved. Disciplinary proceedings in respect of any breach shall be conducted in accordance with the Dispute Resolution and Disciplinary Procedures.
- 3.5. Conduct giving rise to an alleged breach of the Code of Conduct shall be reviewed accordingly at the time the alleged breach occurred. The applicable disciplinary procedure shall be that in effect at the time the disciplinary action is commenced.
- 3.6. Incidents of alleged criminal behaviour or suspected criminal behaviour should be reported to the relevant authorities.

GLOSSARY

Participants

For the purpose of this code of conduct a participant is a person who takes part in a sporting activity, whether in a formal or informal capacity and in a competitive or non-competitive environment, within Cycling Ireland.

Coaches, Selectors, Assistants

A **coach** is a person who assists participants to develop their skills and abilities in a progressive way.

A **selector** is an individual who has responsibility for the selection of participants for teams, squads, competitions, and events.

Assistants are those people who provide back-up to any of the roles outlined in this section and often such assistants are involved on an intermittent basis (e.g., provision of lifts to events or competitions, checking equipment, etc.).

Supporters

A person(s) who is actively interested in and wishes success for a particular sports club/team or competitor.

Parents/Guardians

A person(s) who is the parent or guardian of a participant involved in the sport or activity of cycling.

Commissaires/Officials

A commissaire/official is an individual charged with the responsibility of ensuring that the rules of an activity are adhered to in a formal way. This category includes commissaires, judges, timekeepers, marshals, etc.

Clubs

Chairperson, secretary, treasurer, administrators, and committee members are appointed to oversee club activities and the development of the club.

Sporting Environment

Sporting environment is the condition & circumstance under which a sports person participates in sports or physical activity. It includes areas like roads, velodrome, BMX Track, offroad tracks and trails and greenways etc.