

Cycling Southland Code of Conduct & Integrity

All persons bound by this Code are responsible for abiding by the spirit and rules of the sport of cycling by maintaining the highest standards of integrity, conduct and behaviour and doing nothing that is detrimental to Cycling Southland and its reputation, and/or is contrary to this Code.

They must avoid behaviour that undermines the integrity of others and are responsible for self-policing other members and helping to ensure the organisation's culture is a positive one.

Persons bound by this Code must always:

- Accord all people the respect, courtesy, honesty and regard for their dignity, rights, views, and obligations, including different values, beliefs, cultures and religions, and give everyone a fair hearing.
- Not act or speak in a way that is likely to cause offence to others.
- Treat people's property with respect.
- Compete with respect for others in a fair and honest way that exemplifies the spirit of the sport.
- Abide by all the rules and regulations of the sport without seeking to gain unfair advantages.
- Show dignity in winning and losing and abide by the decisions and rules of those charged with governing racing as well as those responsible for running events.
- Undertake and encourage behaviour that does not endanger or causes distress to other people or otherwise contribute to disruption and/or avoid behaviour that might impair their performance.
- Act in a manner that is compatible with the interests of Cycling Southland and avoid situations where their behaviour could reflect negatively on the organisation.
- Show a positive commitment to Cycling Southland's policies, rules, procedures, guidelines and agreements.
- Respect the confidentiality of information received in the course of fulfilling any duties;
- Uphold the standing and reputation of cycling within Southland and New Zealand.
- Not misuse provided funds or property belonging to another party.
- Observe and comply with the Anti Doping Rules set out in the Cycling Southland Anti-Doping Policy.
- Maintain a safe environment and consider the safety of themselves and others at all times.
- Support and promote actions and initiatives that enable risks and hazards to be identified and isolated, eliminated or reduced.
- Disclose in writing any actual or apparent conflicts of interest that may impact on their involvement with the organisation.
- Keep the sport fun.

Misconduct

This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the sport, and could be considered as misconduct. It is not a complete list but meant as a guide.

Conduct generally defined under 'Misconduct' may also be regarded as 'Serious Misconduct' if it leads to substantial risks or major ramifications for Cycling Southland.

- Any form of harassment or discrimination against members of Cycling Southland, officials, the public or visitors because of their age, sex, marital status, ethnicity, disability, religion, colour, race, political opinion, employment status or sexual orientation.
- Violent or physically aggressive behaviour.
- Posting offensive or inappropriate information on notice boards, social media or electronic media.
- Smoking on Cycling Southland/Stadium Southland premises.
- Failing to hold a current drivers license while driving a motor vehicle belonging to Cycling Southland on a public road.
- Abusing or 'sledding' other athletes, officials, event organisers or anyone involved in Cycling Southland. Sledding is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse.
- The consumption of alcohol prior or during an event or activity, and/or the excessive consumption of alcohol after an event or activity, which potentially could lead to a person 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 Cycling New Zealand's Anti-Doping Policy.)
- Statements that 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.
- Being in possession of offensive weapons.
- The unauthorised disclosure of, or access to, confidential information.
- Making unauthorised negative comments to media about Cycling Southland, members, officials, sponsors, or related parties including funders. All media comment related to Cycling Southland must be approved by the General Manager or President as per the Media Communications Policy.
- Any attempt to mislead Cycling Southland or any employee, or a member of the public in connection with Cycling Southland business. This includes falsification of attendance records or submitting false claims for expenses or reimbursement, or providing incorrect information at any stage of the application for employment process.