

# **RAVENSTHORPE CC BEHAVIOUR AND HARRASSMENT POLICY**

## **Behaviour on Club Events**

RCC expects its members to behave in a way that demonstrates respect for other members, external stakeholders and their property, including the general public. It also wishes to operate in an environment that is free from harassment or discrimination. In this context, harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment. Discrimination is defined as not respecting the rights and dignity of every member of the Club equally, irrespective of gender, ethnic origin, age, sexual orientation or religion. Ultimately it not easy to provide a comprehensive definition of what is unacceptable behaviour but a starting point would be to judge the behaviour in the context of the following questions:

- Will the behaviour have a negative impact on the reputation of the Club?
- Does the behaviour create significant tension, disharmony or disunity within the Club?
- Could the behaviour be considered to be discrimination or harassment as defined above? If the answer to any of these questions is 'yes', the behaviour is likely to be unacceptable.

### **1. Examples of unacceptable behaviour include:**

- Denigration or intimidation of individuals whether a member of the Club or a member of the public.
- Repeated use of foul language or insulting behaviour on Club rides
- Any form of harassment whether physical, mental or sexual
- Any form of discrimination
- Damaging Club or another person's property
- Theft of Club or a member's property
- The use or encouragement of the use of banned substances (as outlined in the UCI anti-doping policy)
- Any behaviour that would harm the long term reputation of the Club – especially when out on an organised cycle event. For example, difficult encounters with inconsiderate drivers and other road users are a frequent occurrence. These must be handled with tact and sensitivity, even if the other road user is in the wrong.

### **2. Gross Misconduct**

The following are considered as gross misconduct:

- Any act of violence, intimidation or harassment against another Club member;
- Any act that is deemed to be illegal whilst participating in a Club organised activity or whilst wearing Club clothing;
- Riding in a Club activity whilst under the influence of drink or drugs;
- Theft of another member's or of the Club's property.
- Ignoring the requests or instructions from officials such as the police.

### **3. Grievance and Disciplinary Process**

An example of non-compliance with the Code would normally be reported to a Committee member through a variety of routes, depending on the incident and sequence of events that have led to the breach.

For example, the Club regularly receives feedback on its website or directly to committee members about the conduct of its members on Club rides. Most of these are of a trivial nature and do not require in depth investigation. If some action is required, it will probably be to ask the member(s) involved to address the issue and if appropriate take action to stop

the incident happening again. Any action required to address these trivial incidents would probably be determined by the Leader of the Club Ride or the organiser of the Event.

For more serious issues, especially involving safety, and or engagements with members of the public, the member or members involved in the breach would normally be asked to explain what had happened to an Investigation Team, appointed by the Committee. This team would be comprised of three non-Committee members, and would have the power to investigate what happened and make recommendations. These would be presented and discussed at the forthcoming Club Committee meeting, or if urgent at a specially convened Committee meeting. Any proposed actions would have to be approved by the Committee. Any Club member who was involved in this disciplinary process would have the right to bring as much evidence to the Investigation Team, (including witnesses) as they felt necessary to support their position in the case of a dispute. The Investigation Team would also be able to consult widely and gather as much evidence as was necessary to understand and resolve the issue. Finally, the Team would review the evidence with all those involved in the incident and agree its conclusions and recommendations. Once these had been agreed by the Committee, they would be communicated back to the members involved.

In the case of a dispute, the members could appeal to a second Arbitration Team of three different Club members (again not Committee members) and if still not resolved to the Club Committee itself. The Committee's decision would be final. Normally if the breach was the first of its kind and of a relatively minor nature, the individuals concerned would be requested to take the appropriate remedial action and would suffer no further consequences. A repeat of the breach, or a more serious incident might trigger the issuing of a written warning to those who were deemed to be responsible for the breach. Gross Misconduct would result in expulsion from the Club and if necessary, involvement of the Police.

Reviewed on: 20/08/2018

Next Review Date: 20/08/2020