

# Richmond Triathlon Club, Inc

## Code Of Conduct

### **Policy**

#### **RTC Members:**

The Richmond Triathlon Club (hereafter "RTC") is committed to providing a safe environment for all of its members free from discrimination on any ground and from harassment including sexual harassment. RTC will operate a zero tolerance policy for any form of sexual harassment or violation of this Policy in RTC, treat all incidents seriously, and promptly investigate all allegations of sexual harassment. Any person found to have violated this Policy will face disciplinary action, up to and including termination of membership in RTC or a probationary suspension. All RTC members in a leadership position or any person working or volunteering for RTC who are in a position of leadership are expected to adhere to this policy or they may be expelled from the Club by a majority vote of the Board of Directors. Such decisions shall be final and not subject to review.

All complaints of Policy violation will be taken seriously and treated with respect and in confidence.

No one will be victimized for making such a complaint.

Members have the responsibility to:

1. Practice good sportsmanship at all times.
2. Be responsible for their own safety and the safety of others.
3. Obey traffic regulations and instructions from club Board Members, Coordinators and race officials.

4. Treat other members, board members and coordinators, competitors, race officials, volunteers, and spectators with respect and courtesy.
5. Avoid the use of abusive language.
6. Refrain from harassing any individual or engaging in any unwelcome visual, verbal, or physical conduct; if harassment by others is observed, take appropriate intervening action.
7. Consistently display high personal standards and project a favourable image of the sport and of the Richmond Triathlon Club.

And in competitive races:

- Understand the Competition Rules
- If they violate the rules knowingly, report the violation to a race official, and if necessary, retire promptly from the competition
- Inform race officials after withdrawing from a race for any reason

## Board Members and Coordinators

RTC Board Members and Coordinators shall attend [SafeSport Trained](#) annually. RTC will reimburse all costs.

*Understand the core concepts behind creating a safe and positive sport environment and learn how to identify, prevent and respond to issues of misconduct. This training is for individuals who are NOT CURRENT MEMBERS of their National Governing Body. If you are a member of a NGB, please contact your NGB to access the core SafeSport training.*

In addition, all members taking on the responsibility of Board Members and Coordinators agree to observe and enforce the RTC Code of Conduct.

The athlete/Board Members and Coordinators relationship is a privileged one, and Board Members and Coordinators must be careful not to abuse it. Board Members and Coordinators must recognize that they are channels for transmitting the values and goals of the sports of triathlon and duathlon as well as those of the Club. How an athlete regards the sport and the Club is often dependent on the behaviour of the Board

Members and Coordinators. This Code of Conduct is intended to aid Board Members and Coordinators in establishing a high standard for all RTC Board Members, Coordinators and members.

Individuals appointed by the RTC as Board Members and Coordinators are advised that by taking on this responsibility they are agreeing to adhere to this policy.

Board Members and Coordinators have a responsibility to:

1. Ensure the safety of the athletes with whom they work.
2. Educate athletes as to their responsibilities in contributing to a safe environment.
3. Be prepared to do the job assigned to them, to the best of their ability.
4. Treat everyone fairly within the context of athletics, regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
5. Refrain from harassing any individual or engaging in any unwelcome visual, verbal, or physical conduct; if harassment by others is observed, take appropriate intervening action.
6. Direct comments or criticism at the performance rather than the athlete.
7. Consistently display high personal standards and project a favourable image of the sport. This includes:
  - a. Refraining from public criticism of fellow Board Members and Coordinators.
  - b. Never condoning the use of performance enhancing drugs or other banned substances or methods.
  - c. Refraining from the use of profane, insulting, harassing or otherwise offensive language while Board Members and Coordinators.
8. Ensure that the activity being undertaken is suitable for the age, experience, ability, and fitness level of the athletes.
9. Regularly seek ways of increasing their own development and self-awareness as Board Members and Coordinators.
10. Treat fellow RTC Board Members, Coordinators, members, race officials, and the general public with due respect; and encourage others to act accordingly. Actively encourage athletes to observe and uphold the rules of the sport and the spirit of those rules.

## **Procedure**

Anyone who is subjected to a violation of the RTC Code of Conduct Policy, if possible, informs the alleged violator the conduct is unwanted and unwelcome. RTC recognizes that a violation may occur in unequal relationships and that it may not be possible for the member to inform the alleged harasser. If a member cannot directly approach an alleged harasser, the member can approach any RTC Board Member or Officer. If the designated member of the RTC's Board of Directors is involved in the incidents that gave rise to the complaint, then the accuser should approach any other member of the RTC's Board of Directors they feel comfortable with.