



January 3, 2025

Golden Horseshoe Cycling Hub Parental Code of Conduct

Responsibilities

1. Parents have a responsibility to:
 - a. Maintain and enhance the dignity and self-esteem of OC members and other individuals by:
 - i. Demonstrating respect to individuals regardless of gender expression, gender identity, body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, commissaires, organizers, volunteers, employees, or members
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - v. Consistently treating individuals fairly and reasonably
 - vi. Ensuring adherence to the rules of cycling and the spirit of those rules
 - vii. Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence
 - viii. Never ridicule an athlete for a poor performance or race
 - ix. Provide positive comments that motivate and encourage athletes' continued effort
 - x. Respect the decisions and judgments of commissaires and encourage athletes to do the same
 - xi. Not question the judgment or honesty of an commissaire or an OC member
 - xii. Respect and show appreciation to all competitors and to the coaches, event organizers, commissaires, and other volunteers who give their time to the sport
 - xiii. Keep off the competition area and not interfere with events or races
 - xiv. Comply with any disqualification from a race or event as ordered by the commissaire
 - b. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts
 - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts





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- iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behaviour which is intended to undermine self esteem, diminish performance or adversely affect working conditions
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
 - vii. Any form of hazing
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations
 - x. Physical or sexual assault
 - xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to OC
- c. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
 - ii. Display of sexually offensive material
 - iii. Sexually degrading words used to describe a person
 - iv. Inquiries or comments about a person's sex life
 - v. Unwelcome sexual flirtations, advances, or propositions
 - vi. Persistent unwanted contact
- d. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- e. In the case of adults, avoid consuming alcohol in situations where minors are present and
- f. take reasonable steps to manage the responsible consumption of alcohol in adult- oriented social situations associated with OC events
- g. Respect the property of others and not willfully cause damage
- h. Promote cycling in the most constructive and positive manner possible
- i. Adhere to all federal, provincial, municipal and host country laws
- j. Comply, at all times with the OC's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.