

MEMBER CODE OF CONDUCT POLICY

On occasions, clubs find themselves faced with difficult members that create extreme problems for their club. These problems often include creating a hostile environment for other members due to unwanted physical or sexual contact, verbal abuse, racial or ethnic slurs, divisive or disruptive behavior and more. While the need to remove club members is rare, it has happened on occasion due to inappropriate behavior.

The following outlines basic points to include in a policy:

- Always show respect your fellow club members at all times;
- Always show respect and appreciation for the volunteers or members who give their time to help the club and/or event(s) and trip(s);
- Never yell, taunt, or threaten physical violence upon another member of the club, a volunteer or event spectator (Members with a criminal history of violence or with a legal restraining order against them by another member may be barred from membership and participation in all club activities);
- Never use abusive or vulgar language, or make racial, ethnic or gender-related slurs or derogatory comments at club events;
- Never make unwanted sexual or physical contact with other members (Members found to be listed on a sex offender registry, convicted of a sex crime, or caught having, creating, or distributing child pornography will be immediately barred from membership and all participation in club activities.);
- Always abide by race rules and engage in fair competition, which includes anti-doping compliance, no course cutting, or other means of gaining a competitive advantage that is considered cheating when participating in club races or other races where you may represent the club by wearing a club-branded singlet, shirt, uniform, etc.
- Always report violations of the Member Code of Conduct policy to the Board in writing.

If a complaint is founded, and depending on the severity of the violation, the Board may want to consult with a local attorney and/or local law enforcement to determine a course of action. Working with local law enforcement is the best option if the complaint relates to unwanted sexual or physical contact with other members, especially minors.

If the Code violation seems like a minor issue, such as a complaint of foul language, the board can follow a plan of action similar to addressing behavior issues in an employment situation:

1. Discuss the issue with the offending member and give them a verbal warning. Be sure to document the warning.
2. If the problem persists, give the person a written warning that outlines how another complaint will result in loss of membership, and that they will be barred from participating in club activities.
3. In the most extreme case, a club may need to consider pursuing a restraining order to address the behavior of a barred member.