

## **Ramblers Cycling Club Inc. Disciplinary Policy**

**Date developed:** November 2009

**Last ratification date:** March 2010

**Introduction:** Ramblers seeks to create a racing environment that is competitive, fair and encouraging. Members are expected to follow the principles of the fair play charter and:

- Compete within the rules;
- Respect officials;
- Respect other competitors;
- Be gracious winners and dignified losers;
- Race hard but race fair, and importantly
- Enjoy themselves.

As cycle racing has a degree of risk that is at times high, all members are expected to compete in a safe manner, especially obeying all relevant road laws and regulations and race rules.

This policy sets out the policy and procedures of the club when it comes to disciplining members. This policy applies to incidents during, and surrounding, club racing. Discipline during open club events would be handled by the commissaires involved with that event.

While the club official primarily responsible for discipline within the club is the club captain, he/she has the full support of the committee in carrying out duties associated with this role. Experienced club members are also available to support the club captain.

### **Race-day infractions**

- It is club policy that race day infractions are to be dealt with as soon as possible, on the day if possible.
- Allegations of misconduct – for example dangerous riding, breach of road rules, abuse of other riders or officials, offensive language, failure to follow the instructions of the race starter or other official – should be made to the race starter or the club captain if he/she is present on the day.
- Any incidents are to be investigated by the club captain, or the race starter if the club captain is not present. Witness accounts should be obtained along with any clarifications or further details necessary to obtain a full picture and these should be recorded in writing. This may include obtaining comments from experienced riders in the grade concerned which may lead to a better assessment of the nature and circumstances of the situation.

The person concerned must then be advised that an allegation of misconduct has been made (without identifying the source) and details provided to them. Their response should then be recorded.

If necessary the person investigating the allegation will then carry out any further enquiry of witnesses if necessary. A decision will be made and the person concerned informed. If the potential outcome of an investigation affects the outcome of a race, the result of that grade should be withheld until a decision is made.

- The above is the recommended process where a race official has not observed the act concerned. It may be abbreviated if the situation is clear cut such as where the race starter, club captain or any club member acting officially as a commissaire has seen an incident themselves.

### **Disciplinary sub-committee**

Serious race offence allegations, which the race starter or club captain are not willing to deal with, and non-racing disciplinary matters (conduct affecting the reputation of the Club/behaviour at cycling events organized by the club or where the club is participating etc) will be dealt with by a disciplinary sub-committee appointed by the club committee.

The sub-committee will normally be comprised of three people from the following - the club captain, the president and/or the chairperson, a legal advisor or other committee member.

The allegation is to be notified to the person concerned providing details of the alleged infraction/misconduct and an indication of the likely range of penalties if the allegation is found to be proven. The person concerned has the option of putting their case to the committee in person or in writing. If they elect to appear they will be notified of the time, date and place of the hearing.

The disciplinary sub-committee's decision will be conveyed to the person concerned in writing along with brief reasons for the outcome.

### **Conflict of interest**

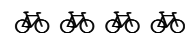
If an official is involved in an incident – either through being the person complained about, the object of rider abuse, or through having a family member who is the subject of a complaint - they should not carry out the investigation or be involved in making any decision about how the matter is to be dealt with.

### **Sanctions**

- The Bike NZ Road & Track sanctions (in order of seriousness) are: Warning, reprimand, relegation, disqualification, fine, suspension, and withdrawal of licence (BNZRT only).

However the club also has other options available such as a “quiet word” from the club captain, requiring an apology if appropriate, loss of points, or the requiring of some form of rider upskilling or club service such as mentoring a lower grade. (It is acknowledged that this last sanction could not be enforced but could be offered as an alternative to another sanction).

- In general the following actions will be regarded as serious and most likely to result in suspension - abuse of officials or dangerous riding affecting the safety of other road users, including fellow riders.
- The club will also keep a record of incidents requiring disciplinary action and their outcomes. Any prior incidents involving any rider will be taken into account when determining sanctions for any proven subsequent infractions by that rider.



Policy to be reviewed: March 2011