

# Code of Conduct

## Team Alameda



### Key Principles of the Code

Team Alameda (“TA” or the “Club”) is fully committed to safeguarding and promoting the well-being of all its members to ensure a positive and enjoyable experience.

As a member of Team Alameda, **you** represent the Club.

How you conduct yourself on the bike and online matters.

We wish to maintain a reputation as a welcoming, well-respected club whose members are role models to other road and trail users.

All those involved in TA activities, whether they are club members, Ride Leaders, Board members or guests thereof, are therefore required to adhere to the following standards of behavior – both those set out within this Code of Conduct (“CoC”) and within the published Ride Leader Guidelines. Members are urged to refer to these guidelines posted on the TA website which can be found here:

[https://www.teamalameda.com/resources/Documents/RideLeaders/Team%20Alameda%20-%20Ride%20Leader%20Guidelines%20\(2023\).pdf](https://www.teamalameda.com/resources/Documents/RideLeaders/Team%20Alameda%20-%20Ride%20Leader%20Guidelines%20(2023).pdf)

### Our Commitment

Team Alameda respects the rights, dignity and value of every person involved in its activities. This Club is committed to team members enjoying cycling in a safe environment, free from discrimination, intimidation, harassment and abuse.

### Standards of Behavior

Members of Team Alameda are solely responsible for their conduct when representing the Club. We consider all members to be ambassadors of the Club.

The **Code of Conduct** is as follows:

- I will conduct myself in a respectful manner, exhibit good conduct, and be a positive role model
- I will treat people with dignity and respect
- I will operate within the Team Alameda Ride Leader Guidelines and follow the instructions given by the Ride Leader
- I recognize that, as a participant in Club activities, I represent Team Alameda to other cyclists, our community, government officials and the general public
- I will not engage in bullying, harassment, non-consensual physical contact, sexual advances, offensive language or gestures, and other unwanted behavior
- I will not consume alcohol, or other controlled substances, beyond the legal limits at TA events, and will not report to or participate in these rides while impaired under the

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influence of illegal, prescription or recreational drugs (as per California Vehicle Code § 23152)

- I will avoid confrontation with motorists, other cyclists or pedestrians even if they are in the wrong
- I will communicate concerns with Ride Leaders or Board members, in order to ensure a safe and welcoming environment for all

**Breaches of this Code of Conduct may lead to disciplinary proceedings**

→ **The disciplinary process is described in a separate document available to the Board**

### **TA-Sponsored Publications, Internet and Social Media**

When using communication platforms sponsored by the Club, members follow these rules:

- I will refrain from publishing comments about other clubs, members or named individuals and any controversial or potentially inflammatory subjects
- I will not publish hostile, harassing or inappropriate communications in any posts or other online communications

I will identify all copyrighted or borrowed material with citations and links. When publishing direct paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author.

Team Alameda does not permit “anonymous” postings. Anonymous posts will be taken down. Offensive posts will be removed as well.

### **Payments for Membership**

Members must make payment promptly for annual membership. Any member of TA that repeatedly fails to make prompt payment will be banned from participating in TA rides and events. Guest riders will be required to become a member after their first ride.

### **Complaints Procedure**

Members who experience or witness inappropriate or unacceptable activity as outlined above are encouraged to promptly report the issue. All complaints regarding infractions of the CoC and unacceptable behavior should be brought to the attention of the Board by e-mailing the President of Team Alameda at [president@teamalameda.org](mailto:president@teamalameda.org), who will place the action item on the next board meeting Agenda. Your report will be treated with the strictest confidentiality. Incidents of this nature occurring during a group ride should be brought to the attention of the Ride Leader.

### **Disciplinary Procedure**

Club members are expected to hold one another accountable for their behavior. Membership may be subject to termination in the event that there are circumstances which warrant removal from the Club as determined by the Board. The Board, upon good faith determination, may decide that continued participation by the member is not in the best

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interests of the Club or the advancement of the Club's purpose. This process is meant to be used only rarely and is not intended to resolve interpersonal disagreements.

Team Alameda has adopted this Code of Conduct to promote an environment which fosters safe cycling, mutual respect, and courtesy when participating in all Club activities and when representing the Club in any manner. This code cannot comprehensively address all possible scenarios. Rather, it should function as a standard of behavior implemented along with common sense and the principle of what a reasonable person would do in a similar situation.

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Issued and formally approved by the Board of Team Alameda on **18 January 2024**