



CODE OF CONDUCT

Together with our partners, we are fully committed to transforming the Cayman Islands into a great cycling nation. A key part of this is to provide trusted governance to the sport of cycling.

This resource will underpin the sport and activity of cycling by outlining our values and behaviours whilst offering guidance on good practice, based on our strategic foundations.

Cayman Cycling encourages affiliated clubs, members, Board members, Commission members, coaches, officials, staff, volunteers and anyone who participates in the sport of cycling to be driven by the following values.

UNITY

- Take pride in ourselves with regards to inclusivity and diversity and be committed to working in partnership within our organisation and with others
- Recognise that all people involved in cycling have an equal right to participate in the sport
- Make every effort to ensure that cycling is a sport in which everyone is treated as an individual, and which is open and available equally to all members of society
- Build relationships within the sport which are open and honest, and founded on mutual trust and respect
- Ensure that cycling, in all its forms, offers the individual an opportunity to participate without fear or harassment

INTEGRITY

- Accept personal responsibility for all of our actions and always act with transparency and honesty in order to build trust
- Ensure that individuals within cycling are, at all times, treated with respect and that we are fair, honest and considerate to riders and other individuals involved in the sport
- Do not discriminate against an individual for any reason, whether it be race, colour, gender, marital status, sexuality, age, disability, occupation, religion or political persuasion - and challenge discrimination in whatever form it takes



- Recognise and understand how to report any safeguarding concerns relating to children, young people and adults at risk
- Act within the Technical Regulations and the spirit of cycling at all times and comply with WADA Anti-Doping Rules

PASSION

- Demonstrate passion to achieve the best results, and determination to set the standard in everything we do.
- Lead and serve our sport with dignity and humility
- Always do the right thing with openness and accountability
- Strive to be positive role models for others in the sport at all times

INNOVATION

- Pursue innovation and continuously search for new ideas and improvements
- Try the unconventional so we can achieve what is great
- Challenge one another and ask others to challenge us as we seek to achieve the exceptional

SAFETY

- Every bike ride begins with putting on a helmet – equally important is that you ensure a proper fit so your helmet can best protect you
- Stay Visible – If drivers can see you, they are less likely to hit you. Use front & rear facing lights when biking at night or in low-light conditions
- Use hand signals to let drivers and other bicyclists know where you're going. Look and make eye contact and don't assume drivers will stop
- Ride with the flow, in the same direction as traffic. Be focused and alert to the road and all traffic around you; anticipate what others may do, before they do it
- Adhere to the Cayman Islands Road Code, obeying all traffic signs, road markings & traffic light signals, Section 12 details the rules for cycling on Cayman's roads – a copy can be found at <https://www.dvdl.gov.ky/documents/Road-Code-2012-1-2021-02-25-02-10-56.pdf>



In addition to the values, the following roles carry additional levels of expectation.

RIDERS, SPECTATORS, PARENTS/CARERS

This applies to individuals participating in and/or spectating cycling within the club environment or competitive sport, or as a recreational activity, including parents/carers of those involved in cycling activity.

These individuals will, at all times:

- Take responsibility in ensuring that they are up-to-date with the rules for their cycling discipline, understand and adhere to them and encourage others to do the same
- Recognise and respect the valuable contribution made by all riders, coaches, officials, ride leaders and volunteers
- Respect officials and publicly accept their decisions
- Respect any environment in which you are involved in cycling activity, by respecting other members of the public, by not littering and by maintaining proper personal behaviour
- Remember that all riders gain a wide range of benefits from participating in cycling, and the sport is not just about winning and losing
- Provide encouragement and support to all participants, recognising that we all make mistakes
- Never get involved in inappropriate discussions about events, riders or officials, during or after events, or on social media

In addition to the above values, Cayman Islands Cycling National Team (CICNT) athletes will be expected to act in an empowered and proactive way, engaging with CICNT Programmes in line with CINCT Athlete Agreement and working together to achieve a shared collective goal.

BOARD OF DIRECTORS, COACHES AND TEAM MANAGERS

This section applies to individuals who help others to achieve their goals through sport and recreational activity. This could include coaches, leaders, instructors, teachers, activators and others who are responsible for the planning and delivery, or facilitation, of cycling activities and for sustaining the welfare and engagement of participants.

These individuals will, at all times:

- Behave as an ambassador for the sport of cycling and, as a representative of Cayman Cycling, showing respect for Board members and other volunteers, the cycling community, and associated organisations
- Recognise and respect the valuable contribution made by all riders, coaches, officials, ride leaders and volunteers



- Provide encouragement and support to all participants and ensure a positive experience, appropriate to the age and developmental stage of the riders and respecting their long-term welfare and best interests
- Promote the concept of a balanced lifestyle, supporting the wellbeing of the rider both in and out of cycling
- Educate the riders as appropriate, including topics such as ethics and fair play, rules of competition, adherence to the Cayman Islands Traffic Laws, Rights of Access, and performance-enhancing and recreational drugs
- Be unbiased, impartial, consistent, and objective where decisions are required
- Maintain up-to-date knowledge on guiding athletes to improve their performance through physical training and nutritional education
- Promote good practice in others and challenge any poor practice that they become aware of, reporting to Cayman Cycling and other agencies if necessary
- Respect their position of trust and maintain appropriate boundaries and relationships, particularly with participants under the age of 18 years
- Never get involved in inappropriate discussions about events, riders or officials, during or after events, or on social media

EVENT OFFICIALS

Event officials include, but are not limited to, commissaires, event organisers, judges, timekeepers, marshals, stewards, drivers and other event support roles, across all disciplines and levels.

These individuals will at all times:

- Agree to comply with Cayman Cycling's rules, regulations, policies, codes and practices in accordance with current Cayman Cycling membership, which shall be implied from their acceptance of appointments/role or event registration
- Understand and stay up-to-date with Cayman Cycling's rules and regulations, as well as the principles of their application
- Behave as an ambassador for the sport of cycling and, as a representative of Cayman Cycling, show respect for everyone, the event, and associated organisations
- Be unbiased, impartial, consistent and objective when performing roles where decisions affect a race, competition or its results
- Ensure that clothing, equipment and behaviour is always seen as being independent and neutral. If uniform is provided, always and only wear it at events that they are appointed to
- Always follow the instructions and uphold the decisions and actions of the appointed commissaires
- Never get involved in inappropriate discussions about events, riders or officials, during or after events, or on social media