



CODE OF CONDUCT

The Lakers Vision is:

To be the most inclusive, social and competitive Triathlon Club in Australia

And our Mission is:

To provide a friendly environment that supports members in the pursuit of their personal, social and athletic aspirations

In order to achieve this Vision and Mission it is recognised that a high standard of behaviour is necessary.

It is also recognised that in order to protect members certain safety standards and practises, particularly in relation to bicycle riding must be adopted and adhered to.

The following covers both the general **Code of Behaviour** and the more specific safety related **Bike Code**.



CODE OF BEHAVIOUR

Lakers:

- Treat all people with respect, dignity and courtesy regardless of gender, age, colour, religion, mental and physical ability.
- Do not swear or use abusive language, even in jest
- Do not use threatening or intimidating behaviour
- Do not physically assault anyone
- Do not wilfully damage property
- Do not use performance enhancing drugs
- Do not threaten the safety of other members or the public by participating in triathlon events or training whilst under the influence of drugs, including alcohol.
- Do not cheat whilst competing (Drafting, blocking etc)
- Pay training fees as required when making use of training sessions
- Do not publicly criticise the Club

Breaches of Code of Behaviour

Breaches of this Code of Behaviour may result in Disciplinary Action

According to clause 7(a) of the Club's Constitution:

The Committee may expel from the Club or otherwise punish or penalise any member whose conduct, in the opinion of the Committee, is discreditable or injurious to the character or interests of the Club

Generally disciplinary action will take the following form:

- First Offence – verbal warning
- Second Offence – written warning and incident reported to the Committee
- Third or Serious Offence – disciplinary punishment or penalisation including suspension or revocation of membership as per clause 7 of the Club's Constitution

Depending on the type and severity of the offence some of the above steps may be skipped, leading to immediate disciplinary action including expulsion.

According to clause 7(b) of the Club Constitution:

Before any member is expelled or otherwise punished or penalised, his conduct shall be enquired into by the Committee and the member shall be given particulars of the charge in writing and the opportunity to defend himself and to justify or explain his conduct. Provided that a quorum is established and the majority of the Committee present when the matter is enquired into is of the opinion that the member has been guilty of such conduct or action as foresaid, then the Committee may expel or suspend him from membership or otherwise punish or penalise him.

According to section 7(c)

Should any member fail to appear at any enquiry conducted under clause 7 (b) hereof, or any adjournment thereof, the Committee may proceed in that member's absence to conduct the said enquiry and make its findings as hereinbefore empowered.

Disciplinary Committee

Whilst the President and Club Captain may provide written and verbal warnings, a Disciplinary Committee will consider all recommendations from the President and Club Captain for Third or Serious Offences and will make the final decision based on a Disciplinary Enquiry.

The Disciplinary Committee is a sub-committee delegated by the Committee as per section 25(a) of the Club's Constitution to manage all disciplinary matters.

The Disciplinary Committee will consist of the Executive Committee of the Club which is comprised of:

- The President
- The Club Captain
- The Secretary
- The Treasurer
- Marketing Manager
- Social Manager
- Communications Manager
- Event Manager
- Membership Manager
- Women's Manager
- Junior Manager
- Coaching Manager

Prior to the Disciplinary Enquiry the member shall be given particulars of the charge in writing and the opportunity to defend himself at the enquiry and to justify or explain his conduct. Written submissions to the Disciplinary Committee will be considered and the Committee may call for witnesses or seek specialist advice. The hearings will be closed sessions. The Committee's decision will be final.



BIKE CODE

Lakers:

- Abide by the road laws as they apply to bicycles including but not limited to:
 - Riding on the correct side of the road
 - Never cutting corners
 - Entering roundabouts in the correct side
 - Obeying all traffic signals - Never running RED lights
 - Riding a maximum of two abreast
 - Use hand signals when turning
- Take a risk averse approach to training rides by
 - Refraining from racing downhill
 - Cautiously riding through built up areas of high traffic
 - Cautiously riding through areas of high truck activity
 - Cautiously riding on poorly maintained roads
 - Cautiously riding in wet weather and high winds
 - Always passing on the outside (i.e. to the right of the rider in front)
 - Always maintaining a clear, comfortable distance behind the bikes in front
- Call out to other riders in the group as follows:
 - “Car back” when a car approaches from the rear in low traffic areas
 - “Car up” when a car approaches in the opposite direction in low traffic areas
 - “Car right” or “Car left” to advise those behind that entering the intersection may be unsafe
 - “Clear” to advise those following that the intersection is clear of traffic (**Following riders should nevertheless make their own assessment before crossing**)
 - “Slowing” or “Stopping” as required
- Use hand signals, if safe to do so, and/or voice to advise following riders of:
 - An obstruction on the road (hole, glass or other object). Point down to road.
 - A vehicle parked on the side of the road particularly if there is a passenger who could open a door. Point or wave across back.
- Are courteous to all drivers on the road
- Ride single file on narrow winding roads and when riding two abreast would unnecessarily impede traffic
- Make room for outside riders to move in when converting to single file
- Advise those around you of your intentions should you wish to slow, stop or move out of the pack
- Always carry adequate spares/pump/food/drink etc
- Stay alert – expect the unexpected