

# CODE OF CONDUCT

Adopted February 10, 2020

In order to assist all members and to better serve the interests of those who participate in cycling 2020 Racing, LLC dba Physio Racing has adopted this Code of Conduct. For the privilege of participating in Club activities, each member shall affirm acceptance of this Code. Failure to maintain this Code of Conduct may result in suspension or revocation of membership.

This Code of Conduct applies to all members of the 2020 Racing, LLC dba Physio Racing and every person who is associated (such as friend, relative, coach, sponsor, prospective member) with a member regardless whether that person is a member of Physio Racing.

The Code operates in conjunction with the policies, rules and regulations of USA Cycling, and any other governing body and with all applicable U.S. and foreign laws and regulations. Where differences exist, because of local customs, norms, laws and regulations, we require the use of the highest standard of behavior or the most restrictive requirement that applies.

The following are violations of the Code:

- a. Use of banned substances that are contravention to rules, regulations, & bylaws of UCI, WADA, USADA or the USOC.
  1. Violation of the UCI's Cycling Regulations 'Ban on Injections'.
  2. The illegal possession, transportation or distribution of drugs.
  3. The use of illegal drugs or banned performance enhancing techniques.
  4. Any action or inaction considered Prohibited Conduct under USA Cycling's SafeSport Program (<https://uscenterforsafesport.org/>).
  5. Abide by all USA Cycling rules and regulations during racing events.
- b. Excessive use of alcohol and other intoxicating substances, including but not limited to, in excess of state and local law, and possession of any illegal substance, when participating in any non-Physio Racing hosted cycling event and competition, and any event directly or indirectly hosted by the Physio Racing or its sponsors. Each Physio Racing Member agrees to not drive while illegally impaired when leaving any Physio Racing hosted or other cycling-related event where alcohol was consumed by such member. Excessive alcoholic consumption while on Physio Racing business or drinking of alcohol and then driving while on Physio Racing business.
- c. Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any person in connection with any Physio Racing -related activity. Unacceptable behavior includes but, not limited to:
  1. Physical abuse to any person while riding or at an event.

2. Use of foul language toward any person while riding or at an event.
  3. Making obscene gestures directed to any persons while riding or at an event.
  4. Malicious actions on the bike toward any persons.
- d. Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) crimes involving sexual misconduct.
  - e. Any non-consensual sexual contact or advance or other inappropriate sexually oriented behavior or action.
  - f. Any show of discrimination on the basis of gender, sexual orientation, color, race, age, national origin, or creed. (i.e. be discreet in expressing and exchanging political, economic, and religious views in public.)
  - g. Any act of fraud, deception, or dishonesty in connection with any Physio Racing -related activity.
  - h. Any intentional damage to Physio Racing property or to private or public property while at a cycling event or race venue. Refrain from theft or vandalism of any property, hotel rooms, dormitories, training facilities, and equipment. The Physio Racing member held accountable for such actions agrees to reimburse the Physio Racing, or appropriate party, for any losses resulting from such damage. Respect other people's property or persons during training or racing events.
  - i. Failure to obey all traffic laws. Be courteous to fellow cyclists, motorists, trail users and pedestrians.
    1. Recognize that as a participant in Physio Racing activities that you represent the team to other cyclists, motorists, government officials and the general public.
    2. Avoid confrontation with motorists, other cyclists, trail users, or pedestrians even if they are in the wrong.
    3. Abide by the laws of the road for cyclists.
    4. Ride only on authorized trails. Avoid muddy trails. Respect the trails and their users. Pass with care and let others know of your presence well in advance. Pedestrians have the right of way. Be especially careful when passing a horse. Sometimes it may be necessary to dismount and get off the trail to allow others to pass.
    5. Do not litter while riding on public or private roadways and trails.
    6. Be conscious of your role as an ambassador to the non-cycling and recreational cycling communities and I recognize that trail or traffic law violations can be extremely detrimental to the group.
  - j. Failure to respect the decisions of officials and other authority without gesture or argument.
  - k. Failure to show good sportsmanship by winning with humility and losing with dignity.

- l. Failure to show and express appreciation towards the Physio Racing sponsors, at all times among each other and to the public at large. This includes refraining from an even slightly negative comment of any nature, whether in a private or public situation. All matters, issues, concerns relating to sponsors will be directed ONLY to the Physio Racing Board, who will address anything necessary.
- m. Failure to provide their service on a volunteer basis, at a minimum of 3 hours per year, for any annual events, charity rides, competitions hosted by the Physio Racing, or any other means of benefiting the Physio Racing team members. Other volunteer service may be accepted with prior approval of the Board.
- n. Failure to immediately report a violation of this Code to Physio Racing's Board.

This code cannot comprehensively address all possible scenarios. Rather it should function as a standard of behaviors implemented along with common sense and the principle of what a reasonable person would do in a similar situation.

## DISCIPLINARY PROCESS

Physio Racing members and associated persons found violating any item of this Code of Conduct may be subject to immediate disciplinary action, at the discretion of the majority of a three-person committee comprised of the following (the Discipline Committee):

1. One person selected by the Physio Board of Directors, and
2. One person selected by the accused party, and
3. One person mutually selected by the Physio Board of Directors and the accused party.

Any person may send a written notice (electronically or snail mail) of a breach of this Code of Conduct to the Physio Racing Board via [secretary@physioracing.org](mailto:secretary@physioracing.org). Upon receipt of such notice the Secretary will share with the entire Board and a member of the Board of Directors will immediately convene the Discipline Committee in accordance with the above criteria. By no later than 21 calendar days of receiving such notice, the Discipline Committee must form a decision (either no action, outside of their jurisdiction, or a sanction).

In the case of breaches of this Code of Conduct that are also breaches of a higher cycling administrative body (i.e. USA Cycling, UCI), the Discipline Committee has the discretion to decide whether the matter is solely outside the jurisdiction of the Discipline Committee and advise the complainant of that. Accordingly, the complainant must direct their written notice to the higher authority, who's disciplinary and appeal process will apply. In that event, the Physio Racing will uphold, and apply internally, any decision that is made by such outside higher cycling administrative body.

In the case of a sanction being imposed by the Discipline Committee, a copy of the Discipline Committee's written decision must be sent immediately to the Physio Racing Member that was responsible for the offense (or associated with the offending person if that person is not a Physio Racing Member). The responsible Physio Racing Member may provide a defense in person or writing no later than 10 days after receiving the Discipline Committee's letter. The Discipline Committee will deliberate the defense, and may repeal or modify the initial decision, and that decision will be the final decision that stands.

## SANCTIONS

The following is a list, though not an exhaustive list, of the possible sanctions the Discipline Committee may order:

- First time warning for minor misconduct; zero tolerance for severe misconduct. (It is at the Discipline Committee's discretion, on a case by case basis, what they agree is severe or minor conduct.)
- Written apology to parties affected by the misconduct. If offense occurs at USA Cycling, or similar sanctioned events, copy of written apology to such organization too.
- \$50, \$100, or \$200 fine for each breach of this Code of Conduct, relative to the severity of misconduct. (The funds from the fine to be donated to Wish for Wheels or Trips for Kids charity fund). If fine is not paid immediately, temporary expulsion from Physio Racing until total of all fines is paid in full.
- Expulsion from Physio Racing membership (one year or permanent).
- Order for reimbursement to the person suffering financial losses resulting directly from the misconduct. If reimbursement is not paid immediately, temporary expulsion from Physio Racing until total of reimbursement is paid in full.
- Prohibition of attendance at any Physio Racing related activities or events, in the case of breach by a person associated to a Physio Racing Member.