

Avout Racing Code of Conduct

When you are a member of Avout Racing, we want to ensure you have fun and grow in a safe environment, even when in racing competitively. In order to do so, you must be respectful of the trails, other trail users, teammates, and other racers. **This code of conduct applies to in-person, social media, and digital communications.**

1. Stay positive! Support your teammates, other trail users, other racers, and smile :)
2. Say nice things. Positive comments and support helps everyone in the community. No name calling, poking fun at anyone's ability or equipment, or using inappropriate language (swearing, sexual in nature, offensive comments).
3. Treat others the way you want to be treated.
4. Move out of the way of other trail users. We are guests on the trails. Cyclists must yield to hikers and equestrians. Make room for uphill riders and turn your bell on and slow down when going downhill.
5. Be nice. Say hi. Spreading rainbows and sunshine on the trails can go a long way.
6. Stay on the trail. Do not ride on muddy or closed trails/areas.
7. Meet all your team members! We have a great team full of great people - get to know them. Be inclusive and respectful of all.
8. Respect your coaches; they put a lot of time into this team. Be present, keep distractions to a minimum, and be open to feedback and respectful of their instruction. Let them know if you'd like to try something new!
9. Wear the Avout Racing jersey proudly! Be a good ambassador for our team and for cyclists.
10. Show amazing sportsmanship when racing. One year from now, people won't remember who won a race, but they will remember who was nice. Pass with class and be passed with class.
11. If you mess up, own up to it, and apologize. Have a growth mindset and do better next time.
12. There may come a day when, despite your best efforts, you feel as if you have reached the ceiling of your abilities in the sport. When this day comes, performance-enhancing drugs will not be an option.
13. Above all else - have fun!

We summarize the essence of this Code of Conduct with the **5 Respects** that we talk about at practices:

- Respect Yourself
- Respect Your Teammates
- Respect Your Coach
- Respect Your Environment
- Respect Your Equipment

Avout Racing Parent/Family Code of Conduct

Everyone on the team, including the family of team members, is a representative of Avout Racing and an ambassador of our team. Therefore, it is very important to represent the team well (especially when wearing Avout Racing clothing or supporting a team member in Avout Racing kit), in real life, on social media, and in digital communications. It is expected that all team families will conduct themselves with a mature and positive sporting attitude during every team event.

Family members are expected to do these things to encourage positive sporting behavior:

- Keep your comments positive. Don't bad-mouth coaches, athletes, or officials. If you have a concern, discuss it privately with your child's coach or a team leader.
- Commend good effort and performance, no matter who it comes from. This includes athletes from our team and other teams.
- Remember that you are a parent. Give encouragement, not directions. **Leave coaching to the coaches.**
- Be courteous towards other parents, coaches, and athletes from other teams. Your behavior sets an example not just for your family, but for everyone else.
- Look for examples of good sporting behavior in other athletes and point them out to your child. Talk about bad examples too and explain why it's not good sporting behavior.
- Emphasize values like teamwork, responsibility, resilience, grit, and discipline. Winning comes and goes, but these values persist and are foundational to the physical and educational benefits of youth sports.
- Model good behavior by meeting and interacting with other teams and helping to show how, while there is often a desire to be your best and finish ahead of others, that never does that desire need to interfere with finding friends and building relationships across imagined boundaries.

Avout Racing and its teammates must abide by policies and recommendations set forth by USA Cycling, including:

Minor Athlete Abuse Protection Policies (MAAPP): <https://usacycling.org/safesport/minor-athlete-abuse-protection-policies>

Code of Conduct: <https://usacycling.org/about-us/governance/code-conduct>

SafeSport Education: <https://usacycling.org/safesport/safesport-education-policy>

SafeSport Reporting: <https://usacycling.org/safesport/safesport-reporting-policy>

All MAAPP and SafeSport related concerns or questions should be directed to Avout Racing's SafeSport Champion: Jessica@AvoutRacing.com (with Barry@AvoutRacing.com as back-up). All MAAPP violations and SafeSport related concerns will channel through one of these email contacts and be reviewed by a committee set up by the Avout Racing Board of Directors.

Process if the Code of Conduct is Broken

If a team member or family member breaks the code of conduct by direct witness of coach or leadership:

1. Coach or leadership will address issue immediately with team member
2. Coach or leadership will follow up with a conversation with a parent
3. Coach and leadership will determine consequence(s) based on the severity and/or number of past breaches and may include, but is not limited to:
 - a. Written warning
 - b. Suspension from practice for a week or more
 - c. Not being allowed to use the oasis at races
 - d. Suspension from Avout Racing for the remainder of the season or year, which includes forfeiting of any fees paid
 - e. Expulsion from Avout Racing, with all fees being forfeited

If a complaint is made to a coach or leadership claiming that a team member or family member has broken the code of conduct:

1. Coach and leadership will gather information and meet with involved parties to understand the accusation
2. Coach or leadership will follow up with a conversation with the accused team member and a parent
3. Coach and leadership will determine consequence(s) based on the severity and/or number of past breaches/complaints and may include, but is not limited to:
 - a. Written warning
 - b. Suspension from practice for a week or more
 - c. Not being allowed to use the oasis at races
 - d. Suspension from Avout Racing for the remainder of the season or year, which includes forfeiting of any fees paid
 - e. Expulsion of the rider from Avout Racing, with all fees being forfeited