

Triking's Triathlon Club

Code of Conduct



Triking's Members:

- Treat all people with respect, dignity and courtesy regardless of gender, age, colour, religion, and mental or physical ability.
- Do not swear or use abusive language.
- Do not use threatening or intimidating behavior.
- Do not physically assault anyone or willfully 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 threaten the safety of other members or the public through reckless behaviour at any training session or Club function.
- Do not cheat whilst competing (drafting, blocking etc).
- Pay training fees as required when making use of training sessions.
- Pay annual membership fees when due.
- Do not publicly criticise the Club.
- Support Triathlon SA.

Breaches of Code of Behavior

Breaches of this Code of Conduct 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 penalize any member whose conduct, in the opinion of the Committee, is discreditable or injurious to interests or the character 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, the conduct in question shall be enquired into by the Committee and the member shall be given particulars of the charge in writing and the opportunity to proffer defence and justification or explanation. 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 terminate or suspend membership or otherwise impose a penalty or punishment.

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 Committee may provide written and/or verbal warnings, a Disciplinary Committee will consider all recommendations from the Committee 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, consisting of:

- The President.
- The Vice President.
- The Secretary.
- The Treasurer.
- One General Committee member.

Prior to the Disciplinary Enquiry, the member shall be given particulars of the charge in writing and the opportunity to defend themselves at the enquiry and to justify or explain their 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, after consideration of information from the Disciplinary Committee, will be final.

Approved by Trikings Triathlon Club Committee

Date approved: June 2008