



London Cycling Club Bullying and Harassment Policy statement

1. London Cycling Club conduct

Bullying and harassment on any official gathering of the London Cycling Club, including weekly rides, social gatherings, through social media, electronic text messages and / or email is not acceptable or tolerated. All members will be treated in a fair and respectful manner.

2. Bullying and harassment

- a) Includes, but is not limited to any inappropriate conduct and/or comment by a person or persons towards a member or members. Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, using sexist or other offensive language, using derogatory names or terms, vandalizing personal belongings, and spreading malicious rumours.
- b) Excludes any reasonable action taken by the London Cycling Club Board of Directors relating to the management and direction of the London Cycling Club.

3. Members shall:

- a) not engage in the bullying and harassment of other members in any form
- b) notify the President of the London Cycling Club if any bullying and harassment is observed, for review by the Board of Directors of the London Cycling Club

4. Application

This policy statement applies to all members. It applies to verbal and electronic communications, and aggressive or violent conduct. The policy applies to weekly rides, social gatherings, and any other events sponsored, run, or organized by the London Cycling Club.

5. Annual review

This policy statement will be included in the member's handbook.

6. Compliance

All members agree to comply with this policy.

7. Investigation

The President will engage the Board of Directors to investigate and deal with all concerns or incidents of bullying and harassment in a fair, respectful and timely manner. Information provided about an incident or about a concern will not be disclosed except as necessary to protect members of the London Cycling Club, to investigate the concern or incident, to take corrective action or as otherwise required by law.

8. Non-compliance

If the Board of Directors of the London Cycling Club determines a member is in non-compliance with the policy, they will be subject to disciplinary action, which may include being removed from the London Cycling Club with no reimbursement of their membership fee.