



Saddle Sisters of High Park

Code of Conduct

Saddle Sisters of High Park (“SSHP”) is all about riding together, having fun, and connecting with people who share our passion for cycling. We are a network of women who create welcoming experiences for new cyclists and are ambassadors for the Ontario cycling community. We encourage more women to get into cycling and welcome all women of any cycling level and ability. All Saddle Sisters of High Park must abide by this code of conduct.

This code of conduct applies to social events, group rides and races led by the SSHP, social media spaces, interactions between SSHP members, and any other situation in which you're wearing team kit or representing SSHP, including any online spaces where it can be deemed you are appearing, intentionally or otherwise, to represent SSHP.

As a Saddle Sister, we strive to ensure that our network creates an atmosphere that is welcoming and respectful for all members at all times regardless of factors such as race, ethnicity, national origin, gender expression, religion, age, disability, and the like. Everyone who attends events/rides hosted by SSHP should always experience a safe and positive environment. Our main goal is safety but we definitely can have fun at the same time. SSHP is committed to upholding an organization that is free from bias, prejudice and harassment – whether verbal, physical or visual.

SSHP members should conduct themselves in a manner that avoids behavior that could be reasonably construed as discrimination or harassment, sexual or otherwise. Sexual harassment includes sexual attention, sexually oriented comments or statements, to or in the presence of a person who does not welcome such conduct, or creating an intimidating, hostile or offensive environment. Sexual harassment also includes harassment that is based on gender; that is, conduct that would not occur except for the gender of the person harassed.

To uphold this commitment, each member or guest of the team is responsible for creating and maintaining an atmosphere free of discrimination and harassment, sexual or otherwise. Everyone should be comfortable and welcome to all our rides.

Treat all other persons with respect regardless of factors such as gender, race, ethnicity, national origin, sexual orientation, gender identity or expression, religion, age, or disability. In plain terms, if a team member feels that another member's behavior is making them uncomfortable, for any reason, then the onus falls on the offending member to stop immediately, even if that member feels their comments are intended to be humorous or inoffensive. If the offence continues then the removal from the SSHP race team, SSHP Strava group and/or SSHP Discord channel could be a possibility.

Understand that discrimination or harassment, unwanted and continued sexual advances, comments toward other persons, or stated in general, will not be tolerated.

The Saddle Sisters of High Park share the responsibility of ensuring that this Code of Conduct is followed. Members are required to report any inappropriate actions or behavior to the Ride Leader (of that current ride) and they are responsible for following up on a reported violation of this Code of Conduct. Violations of this Code of Conduct may be grounds for removal from Saddle Sisters of High Park Strava Club and Discord channels and/or a ban on attending future SSHP events.

SSHP members are expected to:

- Be a positive example to other riders and be a positive ambassador for cycling in Ontario.
- Display good sportsmanship.
- Practice safe cycling behavior
- Respect the pace posted in the sign-up for each ride
- Consider the safety and comfort of other riders, as well as other users of the trail or road.
- Knowing hand signals and when to use them.
- Following the rules of the road
- Communicate well, both on the bike and off.
- Treat others respectfully and kindly.
- Respect the ride leader's safety guidelines.
- Be your best self and take the moral high ground.
- Make sure your interactions are consensual. If someone indicates your attention or presence is unwelcome, respect their boundaries.
- Come prepared with equipment to change your own flat tire, we'll definitely help you since teamwork makes the dream work.
- If someone is making you uncomfortable, you have the right to let them know if you feel safe doing so. You also have the right to notify the Ride Leader, who may choose to take action to end any inappropriate behavior.
- If you witness someone behaving in a way that violates the code of conduct, you bear responsibility for reporting it, even if you are not the target of that inappropriate behavior.

Have fun and help others have fun.

Cycling is a great sport and we're lucky to be able to participate!

Name: _____

Signature: _____ Date: _____

