

Policy and Procedures (Revision January 15, 2026)

Policy 1

Birmingham Bicycle Club (BBC) Cycling Code of Conduct Adopted December 2025

1. Purpose.

BBC Cycling's Code of Conduct ("Code") is intended to advance the mission of the club, protect the safety and well-being of individuals who associate with BBC Cycling, and to ensure that all individuals who associate with BBC Cycling conduct themselves with integrity, maintain a high standard of conduct, and promote safe cycling values, spirit, and ideals.

2. Application.

This Code applies to all BBC Cycling members and its officers; directors; independent contractors; volunteers; committee members; task force members; and anyone else participating in BBC Cycling events or activities (collectively, "Affiliated Individuals"). All such Affiliated Individuals should become familiar with the rules and standards of this Code.

3. Legal and Policy Compliance.

BBC Cycling requires that Affiliated Individuals follow this Code and abide by all applicable BBC Cycling policies and procedures, United States federal, state and local laws as applicable as well as Club bylaws, policies, procedures and event rules. We require the use of the highest standard of behavior or the most restrictive requirement that applies.

4. The Code of Conduct

All Affiliated Individuals must:

1. Respect and comply with the laws of the county, state and/or country in which they are riding, training, traveling, or competing.
2. Be responsible for their own behavior and for reading, understanding, and abiding by all applicable policies of the rides and events in which they participate.
3. Respect and abide by all other rules, policies, and procedures of BBC Cycling and of the facilities and accommodations they use.
4. Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, gender, gender identity, language, religion, national origin, or other status.
5. Demonstrate good sportsmanship by showing respect toward fellow members, ride leaders, teammates, coaches, competitors, officials, volunteers and spectators at all rides, events and competitions.

6. Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
7. Respect the property of others and not vandalize, damage, or steal any such property.
8. Refrain from using or authorizing the use of the BBC Cycling Logos without the prior written consent of BBC Board of Directors.
9. Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code, or brings disrespect or dishonor to themself, their fellow members, BBC Cycling, the County, State of Alabama or the United States, is a Code violation.

5. Minors

Understand that, if under the age of 18, their parents or legal guardians may be notified of all reports of misconduct.

6. Reporting Obligations

The Code is intended to be comprehensive and easily understood but is not exhaustive or complete. No code of conduct can address every situation, nor can it take the place of good judgment and integrity. BBC Cycling will support all efforts to comply with this Code.

Participants have an obligation to report potential or actual violations of this Code to the BBC Board of Directors at BBC_President@bhambikeclub.org.

BBC Cycling has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

7. Resolution of Potential Violations

BBC Cycling takes its obligation to investigate and resolve potential violations of the Code seriously. The Code operates in conjunction with the policies, rules and regulations of BBC Cycling and with all applicable U.S. and foreign laws and regulations. All properly filed complaints regarding the violation of the Code will be investigated.

All Affiliated Individuals shall have a duty to cooperate with any investigation or resolution under this Code. A failure to cooperate may be a violation of this Code.

In no event shall BBC Cycling deny or threaten to deny a member, official, or administrator the opportunity to participate in BBC Rides or Events without fair notice and an opportunity to a hearing.

