

Coastal Bicycle Touring Club

Code of Conduct and Grievance Policy

Coastal Bicycle Touring Club centers its mission and values (equity, climate justice, community, safety, and collaboration) in all of its activities.



To support our mission and values, participants agree to the following Code of Conduct as a condition of participation in any CBTC program or activity:

As a Coastal Bicycle Touring Club participant, I promise to practice good sportsmanship and conduct myself in a respectable manner at all bicycling and non-bicycling events where I am representing the CBTC. ("Representing the club" is considered to be any time you are at an event where you are registered as a CBTC rider, member, ride leader, board member, or participant.)

- I will conduct myself in a respectful manner, exhibit good conduct, and be a positive role model.
- I will treat people with dignity, respect, and compassion to foster a trusting environment free of harassment, intimidation, and discrimination.
- I will communicate concerns that arise with CBTC Board, if appropriate, as they arise in order to ensure a safe and welcoming environment for all.
- I will promote inclusion by encouraging all, regardless of their race, color, religion, sex, age, national origin, marital status, gender identity, or sexual orientation.
- I will not harass, bully, threaten, alienate, discriminate, or make disparaging remarks to/against any person, and I will not harass or alienate others through my attire, verbal comments, or unwelcome attention.
- I will refrain from non-consensual physical contact, sexual advances, obscene language or gestures, and other unwanted behavior.
- I will display respect and courtesy for club staff, other volunteers, program participants, and property and I will follow the rules of the road.
- I will display respect for all types of bicycle riders, including e-bikes, first-time riders, physically disabled riders, recumbent riders, and riders who are not perceived to be wearing or riding on high-end gear.
- I will avoid consuming alcohol beyond the legal limits as well as other substances at CBTC events and will not report to these events while inebriated or under the influence of illegal drugs.

Here are examples of how to live out our values on rides:

1. Abide by all relevant traffic regulations whether on individual or group rides; respect rules of the road and maintain safe riding habits.
2. Assist any rider having mechanical or physical difficulties on CBTC rides when they are unable to continue to ride safely.
3. Ride SMART: Stay alert, maintain space, act safely and predictably, respect the rules of the road, think ahead, and talk. [Become familiar with each part of riding SMART.](#)

CBTC Grievance Policy



Membership in Coastal Bicycle Touring Club is a privilege. CBTC riders, members, ride leaders, volunteers, board members, donors, and event participants must be conscious of their role as ambassadors to the non-cycling and cycling communities, both out riding and online. Discriminatory, harassing, or disrespectful behavior while out on CBTC rides is wrong and harmful. Discriminatory, harassing, or disrespectful behavior online while interacting on CBTC's social media pages or in CBTC-related groups is also detrimental to being a safe, welcoming, and inclusive bicycle organization.

Disciplinary actions may result in the revocation of the ability to participate in rides, being banned from social media platforms, or having all membership perks and/or privileges revoked. Membership may be suspended, revoked, or denied; if after due consideration, an assembled quorum of the Leadership Team determines by unanimous vote, that a member is in material violation of this Code of Conduct.

Riders, members, ride leaders, volunteers, staff, and board members who witness inappropriate behavior or unacceptable activity should report it to a Board Member. Please include the section of the Code of Conduct that was violated.

The Code operates in conjunction with the policies of Coastal Bicycle Touring Club and with all applicable U.S. laws and regulations. Where differences exist, because of local customs, norms, laws, and regulations, we require the use of the highest standard of behavior or the most restrictive requirement that applies.

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