



DEVO = RESPECT Our Code of Conduct

This is a living document that attempts to outline the many behaviours and practices that reinforce our club/team values. At the end of the day the mission of DEVO is to create lifelong bike racing enthusiasts in a respectful, and most importantly, fun environment. While this document may seem a bit “heavy”, it is meant to set expectations from which we as a group can have great time riding and racing our bikes!



DEVO has the following objectives:

- Create lifelong cycling and bike racing enthusiasts
- To assist high performing members be prepared for Provincial and National Team Programs
- To provide riders with an exceptional training and racing program that adheres to best coaching practices as laid out by Cycling Canada’s Long-Term Athlete Development (LTAD) model
- To help each athlete mature and reach their maximum potential as a cyclist and young adult.

What does RESPECT mean for a DEVO Rider?

Respecting your parents:

- In U15 and above, being independent by packing your own bag, ensuring your bike is working properly and being responsible for getting yourself ready for an event
- Parents are at events and practices to support you and NOT to coach you. Direct your coaching questions to the coaching staff whose job it is to coach. Allow your parents to enjoy watching you race.
- Coming to a race with a perfectly working bike. You should know at least the day before an event if your bike needs some attention. Speak to your parents about your bike maintenance BEFORE race day and plan accordingly.
- When asking a parent for help, ALWAYS using Please and Thank You.

Respecting your coaches:

- Always be respectful in your communication.
- By committing to following the workout plans they prescribe to you.
- Acknowledging they have your best interests at heart and want to see you succeed.
- Letting them know your schedule and always alerting them to when you won't be coming to a practice or race.
- By getting back to coaches in a timely fashion (~within 36hrs) if they email you a request or question.
- Letting them know, if a training regimen doesn't seem to be working for you. Ensuring you are involved in setting up and taking down the DEVO pit area.

Respecting your sponsors:

- ALWAYS speak about sponsors in a positive way: be a great ambassador for their brands! They are supporting you and your racing!
- Correctly listing DEVOCannondale when signing up for races and ensuring the club is listed properly on your license (unless an alternate agreement is in place with the club president or program director).
- Consistently thanking sponsors publicly when the opportunity presents itself.
- Always wearing DEVO kit when racing or attending a public ride or event unless given explicit permission from the club president or program director to wear something else.
- Adhering to the team race plan.

Respecting the races by:

- Behaving professionally always. No foul language, no bad mouthing the event. Reporting to the podium on time, looking professional and

- smiling while standing up on the podium no matter how disappointed you are with your result.
- Wearing DEVO kit on the podium.
 - Reading and adhering to all the directives laid out in the race tech guide.
 - Adhering to all the rules of the sport, including never doping.

Respecting the officials:

- Acknowledging they are doing their best and can make mistakes
- When they do make mistakes, do not address them directly; go to a coach to seek help

Respecting your competitors:

- Always being polite, kind and respectful to your competitors.
- Always congratulate them for a job well done.

Respecting your teammates by:

- Arriving to practice and to races on time with a perfectly functioning bike.
- Once on site, adhering to the race day schedule (pre/post-race meetings and warm up).
- Acknowledging the efforts that everyone one makes in a race whether they are on the podium or finish last.
- Post-race, returning to the DEVO team tent immediately after the finish to the tent to your teammates.
- For top placed DEVO riders, acknowledge the sacrifice and good work that your teammates did to help you gain your result no matter how small their contribution may have been.
- Arriving on time to the race site and helping put up the team pit area. Staying after the event and packing up the team compound and ensuring the site is cleaner when we leave it than when we arrived.
- Be friendly and welcoming to new club mates; make every effort to introduce yourself and get to know them.
- Adhering to the team race plan.

Respecting yourself by:

- Acknowledging that schoolwork and family are priorities above all else; I will be on top of my studies and have all schoolwork sorted before my riding commitments.
- Remembering that winning isn't everything – that having fun, improving my skills, making friends and doing my best are also important.
- Conducting myself in public and at home in a way that will make my family, my peers, and my team proud to be associated with me.

- Being honest with yourself when setting expectations.
- When pursuing a goal--being dedicated following training plans, eating and sleeping well to achieve it.
- Adhering to and respecting the rules of cycling
- Always conducting yourself in a sportsmanlike manner
- Being a positive role model and a good ambassador for the sport of cycling – set the best example you can!
- Taking care of your health and well-being (proper nutrition, hydration, recovery time, concussion management, and hygiene)
- Trying to be the best you can be. That doesn't mean always winning –it means working to get the very best out of yourself.
- Learning from your mistakes – this will help you to improve in the future. Great riders learn far more from their 'bad' races than their good ones.
- Sometimes going for a ride just for the fun of it! Not every ride should be an intense training session or a race.
- I will wear my helmet at all times while riding and ensure that it fits properly.
- I understand that if I suspect I might have a concussion I should stop cycling immediately and I will follow the protocols as laid out by the CATT. I will also ensure that I complete the CATT.
- When riding on the road I will use daytime running lights at all times.

What does RESPECT means for a DEVO coach?

Respecting Riders:

- Structuring and planning group workouts that fit within the LTAD model and seasonal plan and communicating these with the riders before each workout.
- Communicating race logistics plans well in advance (3 days)
- Responding to athlete concerns and/or questions within 24hrs of receiving an email.
- Fostering a welcoming, safe and accepting atmosphere for our riders.
- Ensuring proper protocols are followed if a concussion is suspected. Complete CATT online.

Respecting Parents:

- Providing feedback to parents regarding their child's progress and/or challenges that need to be addressed.
- Communicating race logistics plans to families well in advance (2 days)
- Recognizing regularly the contribution that volunteer parents make to assist the program.
- Recognizing that some parents are new to the sport of cycling and will need some extra assistance getting up to speed about the sport.

Respecting Races:

- Adhering to all the rules of the sport, and safe participation in the sport including never condoning or supporting doping.
- Leaving the race site in cleaner condition than when you arrived.

Respecting Officials:

- Always behaving professionally and courteously when advocating for an athlete or challenging a call.

Respecting Sponsors:

- Always speaking about sponsors in a positive way-being a great ambassador for their brands
- Working to ensure the club presents itself in the best possible light to the public and sponsors.

Respecting other Coaches:

- Arriving at practices at least 15min before the start for a pre-race meeting
- Providing substitute coach, at least 48hrs in advance, with a detailed ride plan they are to implement.
- Working harmoniously with other coaches to ensure riders are in the correct groupings.

What does RESPECT mean for DEVO parents/caregivers?

Respecting Riders:

- Cheering on all competitors DEVO and Non-DEVO...NOT JUST YOUR OWN RIDER.
- For U15 riders and older, providing opportunities for your child to be independent by considering having them at times ride to and/or from practices on their own, always having them pack their own kit and food for a race/practice, always washing their own bikes.
- Monitoring your own expectations of the child's performance and progress, realizing that many athletes who feel they cannot meet their parents' expectations quickly lose motivation.
- Ensuring that proper protocols are followed if a concussion is suspected. Complete CATT online.

Respecting Coaches:

- Arrive with riders on time.
- For those assisting with practice arriving on time and being dependable.

- Acknowledging coaches are learning too and will make mistakes from time to time.
- Acknowledging they have your child's well-being and best interests at heart and want to see them succeed
- Supporting the coach's decisions race plans and encouraging team riding
- Having your child attend team meetings and on road warm ups on their own.
- Communicating when a child will be absent from practice
- When requested, provide information to coaches in a timely manner.

Respecting Races:

- Pre-registering for a race whenever possible
- Reading and adhering to all the directives laid out in the race tech guides.

Respecting Officials:

- Whenever a coach is present at an event always directing concerns or criticisms regarding the event to a coach to resolve.
- When a coach isn't present, behaving professionally and courteously when advocating for an athlete or challenging a call.
- When seeking upgrade letters, submit requests to Cycling BC at least 3 weeks prior to the event the rider wishes to upgrade for.

Respecting Sponsors:

- ALWAYS speak about sponsors in a positive way; ensuring they and their children are great ambassadors for their brands

Penalties for conduct that contravenes those expected behaviours outlined in the document above and for behaviour that undermines the club's values are as follows:

1. For minor infractions: a verbal warning will be issued by the age group coach or assistant.
2. For numerous minor infractions or a major infraction: a written warning will be issued by the Program Director along with holding a meeting with the rider, their parents and the DEVO Committee.
3. After this meeting is held, disciplinary action will be decided by the Committee. *Disciplinary action can range from a formal apology to expulsion from the club.*

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