



Code of Conduct and Rules

Heart & Sole Training and Wellness, LLC (Heart & Sole) strives to create a safe and welcoming environment for all athletes interested in participating in running, strength training, and multi-sport events. This Code of Conduct outlines the standards by which Heart & Sole members are expected to uphold in order to retain the membership privileges. Certain behaviors are unacceptable for members regardless of when or where they occur or whether they affect: other Heart & Sole members, the reputation and well-being of the club, or other participants in sporting events. Failure to abide by the guidelines may result in suspension or revocation of membership in Heart & Sole. Expectations for members include, but are not limited to, the following:

Be Honest: Members shall be honest in their dealings with Heart & Sole and sporting officials. Members shall not knowingly submit false information to the club or to organizers of sporting events.

Training and Race Safely: When participating in Heart & Sole events, or at any time when representing Heart & Sole by wearing a team kit or gear, members will conduct themselves in a way that ensures their personal safety and the safety of others. This includes wearing appropriate safety gear, such as bike helmets, and riding safely and respectfully on a bike. Members shall not wear headphones, bone conducting headphones, or earbuds during cycling or open water swimming events. Members shall be personally responsible for familiarizing themselves with the rules of the road, the rules of the sport, necessary safety precautions, and handling skills. Members will cross at crosswalks when directed via signage. Members will not cut across non-crosswalks areas.

No Discrimination: Heart & Sole does not discriminate on the basis of race, color, gender, sexual orientation, gender identity or gender expression, national origin, age, disability, veteran's status, religion, creed, or athletic ability. No manner of discrimination by club members, verbal or otherwise, will be tolerated in any function of the club whether in-person or on-line.

Be Respectful to Others: Members are expected to be courteous and cordial to others (including, but not limited to, club members, spectators, guests and officials, and Heart & Sole staff) at any club or sporting event. In the context of club interactions (both in-person and on-line), members shall not use any form of communication that is derogatory or personally damaging, nor conduct or condone any programs, activities, publications, speeches or conduct which is offensive, in poor taste, or otherwise considered detrimental to the best interests of the club.

No Abuse: Members shall not engage in behavior that may threaten or appear to threaten other individuals, nor shall they create a hostile environment at Heart & Sole events, in official Heart & Sole on-line forums, emails, or on social media. Members shall refrain from inappropriate language or unsportsman/unsportswoman-like conduct toward club members or other participants, officials, and spectators at sporting events. We will not tolerate abuse in any form - physical, mental, sexual, or verbal.



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No Substance Abuse: Heart & Sole supports a club environment where all members train and race clean. Members shall not participate in Heart & Sole events while impaired by illegal substances. Members will adhere to the anti-doping guidelines set forth by the World Anti-Doping Agency. Members choosing to drink at club social events must do so responsibly.

No Illegal Activities: Members shall not cause or participate in any illegal activity as defined by local, state, or federal law while participating in a Heart & Sole event.

Respect Club Partnerships: Heart & Sole may have official partnerships with local and national businesses which provide members access to benefits, discounts, and services. Members shall use discretion when dealing with our partners, including the use of discounts and adherence to our partner's policies, to ensure the club maintains strong relationships.

Social Media Rules

The following rules pertain to all Heart & Sole social media platforms. This includes the Forum and the Facebook Group in particular but also any other platform we use currently or in the future.

No Promotions or Spam: Self-promotion, spam, and irrelevant links are not allowed and will be removed. Promotions from sponsors are controlled by Heart & Sole founders

Be Kind and Courteous: Healthy debates are natural, but civility is required. Members are responsible to create and maintain a welcoming environment and to treat everyone with respect.

Respect Privacy: The Heart & Sole page is a public group, and therefore members shall consider what content is appropriate to share and allow other group members to decide what is appropriate for themselves. This includes tagging individuals in photos and giving them shout-outs for upcoming races.

Report Infractions: Members shall report any content that is in violation of the club rules at HeartAndSoleTraining@gmail.com

Violation of these rules will be cause for removal from the Facebook group and/or moderated in club Forums.

For any questions regarding these expectations, or if you feel that another club member is not following the code of conduct, please contact Heart & Sole leadership immediately:
HeartAndSoleTraining@gmail.com