

BELLA N MOTION A NJ NONPROFIT/THE "CLUB" CODE OF CONDUCT

- Always respect fellow club members at all times to ensure a positive environment for all.
- Always show respect and appreciation for the volunteers and officials who give their time to help the club and/or event(s).
- Never yell, taunt, bully, or threaten physical violence upon other club members, volunteers, race officials, or spectators. Members with a legal restraining order against them by another member may be barred from membership and participation in all club activities.
- Never use abusive, derogatory, or vulgar language; or make racial, ethnic or gender-related slurs or derogatory comments at club events or on social media.
- Always respect the age, religion, ethnic background, gender, and sexual orientation of other club members, volunteers, race officials, and spectators.
- Always behave in a manner that is safe and does not put you or others at risk of physical harm or legal liability.
- Never make unwanted sexual or physical contact with others. Members found to be listed on a sex offender registry, convicted of a sex crime, or caught having, creating, or distributing child pornography will be immediately barred from membership and all participation in club activities.
- Observe and obey all rules and regulations governing races – including those governing the sale or transfer of race bibs – and engage in fair competition. This includes anti-doping compliance, no course cutting, or other means of gaining a competitive advantage that is considered cheating when participating in club races or other races where you may represent the club by wearing a club-branded singlet, shirt, uniform, etc.
- Always report violations of the Member Code of Conduct policy, along with any supporting documentation (i.e. emails, texts, photos, etc.) to the Board in writing. The Board will take action to review the complaint and any supporting evidence (and any response from the alleged violator) in a timely manner. If a complaint is founded and depending on the severity of the violation, the Board has the option to consult legal counsel and/or local law enforcement to determine a course of action. Anyone accused of violating the code of conduct will be presented with a copy of the written complaint with any supporting evidence. The alleged violator has the right to respond in writing to the charges within a reasonable time as determined by the Board. The Board will determine after reviewing the complaint and the alleged violator's response whether to perform further investigation if warranted, make a determination at that time or refer the matter to legal counsel and or law enforcement for further assistance.