

## **“Respect and Safety” policy:**

1. Riders, ride leaders, members of the club and other road users have the right to be treated with respect during ICC activities
2. The safety of riders and other road-users must be considered as a first priority on ICC activities

Should any ICC member not be following either of these principles during ICC activities, then their action can be reported to a committee member.

If the committee, or in urgent situations a majority of the Chair, Secretary and Ride Coordinator think that there is a justifiable complaint, then a member of the committee will be tasked with discussing this with the individual concerned and highlighting the issues that have been caused (a verbal warning).

If the individual continues to break these principles, the committee can agree to issue a further warning in writing/email (a written warning)

If the individual continues to break these principles, the committee can then agree to revoke the membership of the individual concerned.

Following revocation of membership, the rider has a right-to-appeal and can come before the committee to make their case. The committee may then choose to allow the rider to remain on “final” warning status.

Agreed at Committee Meeting 3<sup>rd</sup> October 2011, amended 13<sup>th</sup> November 2013.