

Cycling New Zealand Overview

Purpose: Unlocking People Potential

Vision: A thriving community across the sport of cycling

Values:

Integrity

We are honest and transparent, uncompromising in our commitment to strong moral, respectful, and ethical principles

Innovation

We constantly look at working smarter and more efficiently – seeking improvement in all we do

Excellence

We aim high in everything we do, striving to be better in all we do

Collaboration

We connect to achieve our purpose, we build trust in our relationships

ETHICAL DECISION MAKING

Purpose

The purpose of this Policy is to provide a framework for ethical decision-making in all activities related to Cycling New Zealand (CNZ). The policy outlines the principles, values, and processes that will guide our decision-making and ensure that we act in an ethical, responsible, and accountable manner.

Scope

This Policy applies to

- (i) CNZ employees, contractors (being an organisation or person with a contract for services), and volunteers of CNZ.
- (ii) Board members, member organisations, clubs, and school cycling teams, affiliated to CNZ.
- (iii) High Performance Sport New Zealand and Sport New Zealand employees and contractors operating within the sport of cycling.
- (iv) Any other support personnel appointed or elected to CNZ.
- (v) All CNZ licenced riders, including national representative and development athletes.
- (vi) Technical officials, including coaches, commissaires and other officials participating in, but not limited to events, camps or training sessions, recognised or sanctioned by CNZ.
- (vii) Parents / guardians / carers, sponsors, and spectators who agree to this policy within the terms and conditions of signed agreements, submitted entry forms or ticket purchase.

Statement

CNZ is committed to upholding the highest standards of ethical behaviour and integrity in all our activities. Our ethical decision-making policy provides a framework for guiding our behaviour and decision-making, and ensuring that we act in an ethical, responsible, and accountable manner.

POLICY



We recognise that ethical behaviour is not only essential for maintaining the trust and respect of our stakeholders and the public, but also for promoting a culture of excellence and sustainability in the sport of cycling.

Commitment

- Decision-making: We will use a systematic and transparent process to make decisions, based on objective criteria and with the involvement of all relevant stakeholders.
- Committee: We have established a Culture and Wellbeing Sub-Committee to oversee and enforce compliance with this policy, and to provide guidance and support to members who face ethical dilemmas.
- Training and education: We will provide training and education to all employees and contractors on ethical behaviour, decision-making, and compliance with this policy.
- Reporting and accountability: We will establish a reporting mechanism for members to report ethical concerns or violations and will take appropriate action to address any issues that arise.
- Review and evaluation: We will regularly review and evaluate this policy to ensure its effectiveness and relevance, and to make any necessary updates or improvements.

Breaches

Any breach of this policy, or any part of it, may result in disciplinary action under the individual's employment agreement, contract or other applicable CNZ regulations and policies.

Amendments

CNZ may, at its sole discretion, amend this policy to suit business needs at any time and will provide an update specifying any such amendments.

References

- Cycling New Zealand Code of Conduct
- Cycling New Zealand Discrimination, Bullying & Harassment Policy
- Cycling New Zealand Diversity, Equity & Inclusion Policy
- Cycling New Zealand Recruitment & Selection Guidelines

Policy Owner:	CEO		
Policy Reviewed By:	People & Culture Manager		
Date Reviewed:	February 2024	Version Number	0
Next Review Date:	February 2027		
Approved By:	Board Charman		
Signature:			