



# NICA Adult Code of Conduct

National Interscholastic Cycling Association  
2414 Sixth Street  
Berkeley CA 94710  
(510) 524-5464  
www.nationalmtb.org

**Welcome to the NICA community! Adults within the NICA Community agree to follow this code of conduct to maintain a culture of safety, responsibility and respect. You are asked to review and agree to this adult code of conduct during the registration process.**

Maintain appropriate behavior for an adult leader associated with a youth development organization by:

- Follow your training and NICA Policies, Rules and Guidelines at all times.
- Follow athlete abuse prevention training, policies, rules and guidelines and particularly:
  - Never engage in behavior that could be interpreted as “grooming behavior” (further described in mandatory athlete abuse prevention training)
  - All 1:1 interaction between a student-athlete and coach must be observable & interruptible. That is, they must take place someplace where another adult can see what is happening and intervene if the interaction looks inappropriate. For example, unless immediate family members, NICA Coaches should never meet 1:1 with student-athletes for bike rides or other activities within or outside of the NICA season.
  - If deciding to use phone, social media, online or other virtual communications, the 1:1 policy still applies. Keep communications transparent, accessible, professional “T.A.P.” and only within your NICA role via your official NICA platforms.
- Sexual harassment by NICA community members will not be tolerated. These forms of harassment include, but are not limited to: offensive or unwelcome sexual flirtations, advances or propositions, repeated verbal abuse of a sexual nature, graphic or degrading comments about an individual and/or their appearance. The display of sexually suggestive objects or pictures and any offensive or abusive physical contact will also not be tolerated.
- Discrimination by NICA community members will not be tolerated. NICA prohibits discrimination and harassment of any type with regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.
- Participants’ safety must be a priority at ALL times. It is imperative that we ensure that student-athletes are behaving in a safe, responsible and respectful manner. If you see or hear something that in any way compromises the safety of our community, it is your job to step in and intervene.
- Operate within your NICA training and experience while only providing NICA-approved activities.
- Use your best judgment. If you have concerns that a task, project or activity you are working on is dangerous, or is not going to meet the agreed-upon objectives let the person in charge know.
- Regardless of your specific role, you are a role model and authority figure.
- Your primary role is to ensure the safety and then the success of participants within each activity or event.
- Be supportive. If a fellow NICA community member is struggling, it is expected that you support them. If you are unable, let the person in charge know.
- Be transparent. If you have a concern, share it with the person in charge. If the person in charge is the person with whom you have a concern, share it with your league director.
- Always support each individual in their leadership role.
- Work as a team. Present a unified front to the student-athletes, their families and the broader NICA community.
- Communicate. Be open to giving and receiving feedback.
- Address all concerns brought to your attention, including any observed prejudice or discriminatory behavior.
- Ensure guardians know key aspects of your NICA activities including start-times, end-times, locations and other information
- When leading or promoting an activity or event not associated with NICA, be sure to communicate it is not.

I understand and will follow the NICA Policy, Rules and Guidelines as additionally described in my training, student-athlete code of conduct, NICA handbook, NICA Athlete Abuse Prevention Policies and NICA Guide to Electronic



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Communications and Social Media. I also understand that failure to do so may lead to my suspension or expulsion from national and/or state league and team activities.

By signing my name below, I acknowledge that I have read, understand, and fully agree to the terms of this Agreement as described above.

\_\_\_\_\_

Print Name

\_\_\_\_\_

Sign Name

\_\_\_\_\_

Date