

## A-3.1. ACKNOWLEDGMENT AND RECOGNITION OF ETHICAL PRINCIPLES - STAFF UCI TEAMS



**TO SUBMIT TO THE NATIONAL FEDERATION WITH EACH RIDER/STAFF CONTRACT**

**NOTE:** *These declarations may be signed in English or in French.*

As a member of a UCI Team, I recognise the risks associated with the practice of cycling and the importance of respecting and acting at all times in accordance with the highest ethical standards in terms of respect for the individual. I hereby confirm and agree to respect at all times the following principles including general principles and a reminder of the rules of conduct of the UCI Code of Ethics, the importance of which is particularly high in view of my function.

**I undertake to perform my duties in a dignified manner** and to demonstrate the highest degree of honesty, impartiality, integrity and credibility (*see article 5, paragraph 2 UCI Code of Ethics*).

**I pledge to respect and treat with dignity** all the people with whom I come into contact within the framework of my functions and particularly the members (staff and riders) of my team as well as those of other teams. I am aware that any behaviour that is disrespectful or compromises the integrity or dignity of a person may give rise to contractual, ethical or disciplinary measures on the part of my employer or any governing body (UCI, National Federation, National Olympic Committee, etc.).

**I pledge to respect and help protect the privacy and safety** of my team members (staff and riders).

**I acknowledge the prohibition and condemn the harassment and abuse, emotional or sexual, and bullying in all its forms** and pledge to protect the members of my team and in particular the minors (under 18 years) of any risk of bullying, abuse or harassment (*see article 6.4 UCI Code of Ethics*). I recognise the fact that situations of harassment, abuse and bullying regularly result from an abuse of a position of authority, or inappropriate use of a position of influence, power or authority by an individual to another.

I acknowledge and accept the following definitions derived annexe 1, article 2 of the UCI Code of Ethics related to harassment and abuse:

- Harassment: includes psychological abuse, physical abuse, sexual harassment and abuse.
- Physical abuse: refers to any intentional act that is not desired (e.g. punching, kicking, any form of stroke, biting, burning, etc.) that causes physical injury or injury. Such an act may also be the result of forced or inappropriate physical activity (e.g., improper training load for age or ability or physical fitness, or due to injury or pain), alcoholic restraint or doping products.
- Sexual abuse: refers to any verbal or physical action of a sexual nature, which is not desired, or where consent is obtained under duress, manipulated or cannot be given. Sexual harassment is a form of sexual abuse.
- Neglect: Neglect is a form of abuse and refers to any failure of a coach or other person with a duty of care to an athlete to provide him / her with a minimum of care and, as a result, to harm the athlete, to cause him harm, or creates imminent danger.

**I undertake not to adopt an attitude, nor use disparaging words or any other means** likely to undermine the dignity of a person or a group of persons because, in particular, of the colour of their skin, race, religion, ethnic or social background, political opinion, sexual orientation, disability or any other ground that offend human dignity (see Article 6.1 UCI Code of Ethics)..

**I undertake never to abuse my function**, particularly for private purposes or to derive any personal benefit (see article 5, paragraph 3 UCI Code of Ethics).

**I undertake never to take any action to promote, facilitate, associate with, or otherwise support** any behaviour or action that contravenes the provisions and spirit of the UCI Anti-Doping Regulations (see article 8.2 UCI Code of Ethics).

**I undertake to report to the International Testing Agency (ITA)** ([report-doping@ita.sport](mailto:report-doping@ita.sport)) any element of which I am aware that would constitute or could reasonably be considered a violation of the UCI Anti-Doping Regulations.

**I undertake to report to the UCI Ethics Commission** ([secretariat@uci-ethics.ch](mailto:secretariat@uci-ethics.ch)) any element of which I am aware that would constitute or could reasonably be considered a violation of the Code of Ethics of the UCI.

**I also acknowledge that any and all incidents of abuse, harassment or bullying** to may be reported to the [UCI reporting platform](#). I understand that in such cases no action will be taken against me providing I am acting in good faith and not making malicious reports.

**I agree to abide by and observe all relevant national laws in relation to the safeguarding and protection of others.**

By signing this declaration, I understand that I will be held accountable for any actions that are contrary to the principles outlined above and accept the disciplinary competence of the UCI's judicial bodies – and any other decision-making body that may be competent - for any such breach.

I \_\_\_\_\_ the undersigned,  
member of the team

Date

Signature