



Tour Paramedic Ride Code of Conduct

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1. OBJECTIVE

1.1. This policy shall establish minimum standards of ethical behaviour expected by Tour Paramedic Ride

2. FIELD OF APPLICATION

2.1. This policy shall apply to the following participants in Tour Paramedic Ride activities:

- 2.1.1. Tour Paramedic Ride National Board members;
- 2.1.2. Ride and Event organization committee members;
- 2.1.3. Tour Paramedic Ride staff, contractors, event organizers and volunteers;
- 2.1.4. Bicycle¹ riders participating in Tour Paramedic Ride Events;
- 2.1.5. Participants in Tour Paramedic Ride Events that are not bicycle rides;
- 2.1.6. Team Organizers for Tour Paramedic Ride Events;
- 2.1.7. Sponsors, their employees, agents and contractors when in attendance at Tour Paramedic Ride Events;
- 2.1.8. Family members of fallen paramedics and family members of any of the foregoing when in attendance at Tour Paramedic Ride Events; and
- 2.1.9. People and organizing posting to social media with respect to Tour Paramedic Ride, its events, its Participants, its sponsors or its assets collectively referred to herein as “Participants”.

3. DEFINITIONS

3.1. Code of Conduct - a set of rules outlining the responsibilities of or proper practices for an organization and people affiliated with that organization.

¹ For the purposes of this Code of Conduct, Bicycle includes unicycles, bicycles, tandem bicycles, tricycles and quadracycles that are powered by the rider(s) or a motor.



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3.2. Tour Paramedic Ride Events include the following:

- 3.2.1. Bicycle Rides organized by Tour Paramedic Ride or one of its organizing committee's;
- 3.2.2. Tour Paramedic Ride Board Meetings;
- 3.2.3. Tour Paramedic Ride Annual General Meetings;
- 3.2.4. Tour Paramedic Ride Event organizational meetings;
- 3.2.5. Any ceremony for to commemorate Fallen Paramedics organized by Tour Paramedic Ride or organized by other organizations in conjunction with Tour Paramedic Ride events;
- 3.2.6. Any event involving any of the Paramedic Memorial Bells; and
- 3.2.7. Any public event that is associated with, and authorized by, Tour Paramedic Ride, however organized and in any location.

3.3. Social Media - any form of any person or organization's public journal, personal website, social networking site or application, and/or chat room or application

4. PRINCIPLES

- 4.1. Tour Paramedic Ride is a not-for-profit organization dedicated to strengthening the Paramedic Community across Canada. Its rides across Canada raise funds for a memorial to paramedics who died in the line of duty and to raise awareness of mental health and other challenges faced by Canada's paramedics.
- 4.2. Tour Paramedic Ride is at the forefront of the Profession of Paramedicine in Canada, and the activities of the organization, as well as its participants, reflect back on the entire profession.
- 4.3. The behaviours and values required to succeed in completing a Tour Paramedic Ride cycling event are the same that characterize the Paramedic Profession: discipline, teamwork, pursuit of excellence, integrity and respect. Professionally, paramedics strive to promote a healthy lifestyle; the Participants in Tour Paramedic Ride events do so as well.



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4.4. Participants in Tour Paramedic Ride Events are expected to:

- 4.4.1. uphold these values when participating in governance of the organization, organizing Tour Paramedic Ride events and participating in Tour Paramedic Ride events;
- 4.4.2. be exemplary role models for other Paramedics, and members of the public;
- 4.4.3. promote a positive image for Paramedics and advance the public perception of the Paramedic Profession; and
- 4.4.4. do nothing, in or out of uniform, on or off the bike, at Tour Paramedic Ride Events or otherwise that would bring the Profession of Paramedicine or the Tour Paramedic Ride into disrepute

5. POLICY STATEMENT REGARDING MUTUAL RESPECT:

5.1. Participants in Tour Paramedic Ride Events shall:

- 5.1.1. remember at all times that they represent Tour Paramedic Ride and the Profession of Paramedicine in Canada;
- 5.1.2. demonstrate, through words and actions, sportsmanship, sports leadership, professionalism and ethical conduct;
- 5.1.3. treat others with respect and refrain from negative or disparaging remarks or comments including the use of profane, insulting or otherwise offensive conduct or language;
- 5.1.4. cooperate with other participants, demonstrate mutual respect and avoid criticism of each other by any means (including without limitation email, social media and traditional media and conversations);
- 5.1.5. always demonstrate respect for the Fallen Paramedics, Tour Paramedic Ride sponsors, board members, committee members, organizers and volunteers;
- 5.1.6. not criticize or disparage any Fallen Paramedic, Tour Paramedic Ride sponsor, board member, committee member, organizer, volunteer or the



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Profession of Paramedicine or the sport of cycling by any means (including without limitation email, social media or traditional media);

- 5.1.7. know the identity of Tour Paramedic Ride's sponsors, be supportive of their role as sponsors and refrain from displaying support for sponsors' competitors when involved in Tour Paramedic Ride Events;
- 5.1.8. follow any rules put in place by the Organizing Committee for a Tour Paramedic Ride Event with respect to participating in an event. Examples of such rules include, without limitation:
 - 5.1.8.1. scheduling of events;
 - 5.1.8.2. following a prescribed route;
 - 5.1.8.3. checking in with organizers at check points;
 - 5.1.8.4. assignment to rider groups;
 - 5.1.8.5. wearing of participant numbers or other identification;
 - 5.1.8.6. refraining from continuing to participate in an event for a period of time or for the remainder of an event.
- 5.1.9. adhere to all Canadian, provincial and municipal laws that apply to the location where a Tour Paramedic Ride Event is being held.
- 5.1.10. when participating at Tour Paramedic Ride Events their status as guests at all locations used for the events, be respectful of local traditions for those locations, take proper care of any property entrusted in their care, and express the proper gratitude to people who are not Participants, but who have shown their hospitality and support for Tour Paramedic Ride;
- 5.1.11. be respectful of the fact that Tour Paramedic Ride Events take place upon the traditional territories of Canada's First Nations People, Metis and Inuit peoples; and
- 5.1.12. refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;



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6. POLICY STATEMENT REGARDING ABUSE, HARASSMENT AND DISCRIMINATION:

6.1. Participants in Tour Paramedic Ride events shall:

6.1.1. maintain and enhance the dignity and self-esteem of other Participants and other people by demonstrating respect to people regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status;

6.1.2. refrain from any form of abuse, harassment, sexual harassment or discrimination towards others;

6.1.2.1. Abuse:

6.1.2.1.1. may be physical, sexual, emotional or financial;

6.1.2.1.2. is any intentional infliction of non-trivial harm on another person;

6.1.2.1.3. in addition to the forgoing, is also a misuse of power which uses the bonds of intimacy, trust and dependency to make the victim vulnerable.

6.1.2.2. Harassment is comment or conduct, directed towards an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive

6.1.2.3. Sexual Harassment is unwelcomed sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature. Examples of Sexual Harassment include, but are not limited to:

6.1.2.3.1. sexist jokes;

6.1.2.3.2. display of sexually offensive material;

6.1.2.3.3. sexually degrading words used to describe a person;

6.1.2.3.4. inquiries or comments about a person's sex life;



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6.1.2.3.5. unwelcome sexual flirtations, advances, propositions, requests or invitations;

6.1.2.3.6. persistent unwanted contact;

6.1.2.3.7. sexual assault.

6.1.2.4. Discrimination is an action or a decision that treats a person or a group negatively for reasons such as their gender, gender identity, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability or economic status.

6.2. Participants in Tour Paramedic Ride Events shall act, when appropriate, to prevent or correct practices that are abusive, harassing or sexually harassing or discriminatory.

6.3. Without limiting the obligations set out above, Participants shall NOT:

6.3.1. engage in written or verbal abuse, threats or outbursts;

6.3.2. display visual material which are offensive or which the Participant ought to know is offensive in the circumstances;

6.3.3. make unwelcome remarks, jokes, comments, innuendos or taunts;

6.3.4. engage in leering or other suggestive or obscene gestures;

6.3.5. engage in condescending or patronizing behavior which is intended to undermine self-esteem, or diminish enjoyment of participation in Tour Paramedic Ride Events;

6.3.6. make practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect enjoyment of participation in Tour Paramedic Ride Events;

6.3.7. engage in any form of hazing;

6.3.8. engage in unwanted physical contact including, but not limited to, touching, petting, pinching or kissing;



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- 6.3.9. commit physical or sexual assault;
- 6.3.10. engage in behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment;
- 6.3.11. retaliate or threaten to retaliate against any person(s) who reports a violation of this Code of Conduct to Tour Paramedic Ride National Committee.

7. POLICY STATEMENT REGARDING EQUIPMENT AND CLOTHING

- 7.1. Participants in Tour Paramedic Ride Events shall:
 - 7.1.1. respect Tour Paramedic Ride equipment and property and return it in proper condition;
 - 7.1.2. when riding a bicycle, operate that bicycle in a manner that is safe and within the Participant's skill level;
 - 7.1.3. wear Tour Paramedic Ride clothing at all designated times as required by Tour Paramedic Ride and dress appropriately at all times, including, but not limited to, wearing appropriate cycling attire when riding a bicycle;
 - 7.1.4. adhere to Tour Paramedic Ride rules regarding clothing and logos;
 - 7.1.5. wear a helmet whenever riding a bicycle at a Tour Paramedic Ride Event;
 - 7.1.6. when riding a bicycle at a Tour Paramedic Ride event, ensure that the bicycle is in proper repair and otherwise is safe to be ridden;
 - 7.1.7. refrain from participating in Tour Paramedic Ride Events or using equipment that is outside of the Participants skill level or prior experience;
 - 7.1.8. not use Paramedic or Ambulance Service equipment or vehicles without the written permission of the owner of that equipment or vehicle. Where permitted to use such equipment of vehicles, Participants shall not do so in a way that is not approved by the Paramedic or Ambulance Service.



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8. POLICY STATEMENT REGARDING SUBSTANCE ABUSE:

8.1. Participants in the sport of Tour Paramedic Ride Events shall:

- 8.1.1. avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods in accordance with CCES and WADA;
- 8.1.2. refrain from the use or consumption of any illegal products while participating in a Tour Paramedic Ride Event, where illegal is defined as prohibited by the laws of Canada;
- 8.1.3. refrain from participating directly in Tour Paramedic Ride Events while under the influence of intoxicating substances and otherwise consume these products responsibly;

9. POLICY STATEMENT REGARDING SHARING OF INFORMATION:

9.1. Participants in Tour Paramedic Ride Events shall:

- 9.1.1. be open and honest with Tour Paramedic Ride Event organizers and volunteers, medical support staff, any first responders attending at a Tour Paramedic Ride Event regarding medical problems, and respect decisions by Tour Paramedic Ride Event organizers, medical support staff, or first responders regarding continued participation in Tour Paramedic Ride Events, taking into consideration the Participant's health
- 9.1.2. report any health or fitness problems in a timely fashion where such problems may limit the ability to participate in a Tour Paramedic Ride Event;
- 9.1.3. provide complete and accurate information on all declarations required concerning medication that is being taken; and
- 9.1.4. fully and accurately complete registration and other forms required by Tour Paramedic Ride event organizers for participation in Tour Paramedic Ride Events;
- 9.1.5. report violations of this Code of Conduct to Tour Paramedic Ride National Board Members or Tour Paramedic Ride Organizing Committee Members



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for violations specific to their event. Reports shall be made within 14 days of the violation. Where possible, such reports should be in writing.

10. PROVISION OF MEDICAL CARE AND FIRST AID

10.1. Participants in Tour Paramedic Ride Event shall:

10.1.1. render assistance to other participants who are injured or ill during Tour Paramedic Ride Events in accordance with the following provisions:

10.1.2. not perform any Delegated Medical Act, as defined by the provincial legislation of the province where the Tour Paramedic Ride Event takes place unless specifically authorized by a physician or Base Hospital or Provincial College or Provincial Licencing Board to perform such an act at a Tour Paramedic Ride Event;

10.1.3. where another Participant becomes injured or ill during a Tour Paramedic Ride Event and requires medical assistance by way of a Delegated Medical Act, request such assistance immediately in the manner most efficient for obtaining that assistance and notify Tour Paramedic Ride Event organizers immediately.

10.1.4. otherwise, render First Aid to any other Participant whose becomes injured or ill during a Tour Paramedic Ride Event within the scope of the Participant's training and ability.

11. COOPERATION WITH PARAMEDIC SERVICES, AMBULANCE SERVICES AND TEAMS

11.1. In addition to the expectations set out in this Code of Conduct, Participants shall comply with the expectations and requirements set out by their Paramedic Service, Ambulance Service or Team with respect to participation in Tour Paramedic Ride Events.

12. DISCIPLINE

12.1. A Participant's failure to achieve or maintain an expected standard of behavior, as set out above, may be considered an infraction and may result in the imposition of disciplinary measures in accordance with Tour Paramedic Ride's Bylaw 1.



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- 12.2. Any Participant may report an infraction of this Policy to any member of the Tour Paramedic Ride Nation Board of Directors within 14 days of the alleged infraction. Where possible, such a report should be in writing.
- 12.3. In accordance with Bylaw 1, Tour Paramedic Ride may determine that an alleged infraction is serious enough to warrant suspension of the relevant Participant, pending an investigation, a hearing and a disciplinary decision.
- 12.4. Tour Paramedic Ride's National Board of Directors, or a committee delegated by the Tour Paramedic Ride's National Board of Directors shall deal with an infraction of this policy. Either the Tour Paramedic Ride's National Board of Directors, or a committee delegated by the Tour Paramedic Ride's National Board of Directors is authorized to take disciplinary action against any team member consistent with the provisions of this policy.
- 12.5. In deciding the appropriate action, the rules of procedural fairness must be respected. Thus, the person affected must know the allegations against him or her and must be given a chance to respond to the allegations.
- 12.6. Disciplinary action may include, without limitation, a demand for oral or written apology, reparations for damage caused, suspension from Tour Paramedic Ride Events or other involvement with Tour Paramedic Ride, removal from an organizing committee, removal from the National Board of Directors, permanent ban for participation in Tour Paramedic Ride Events or any further involvement with Tour Paramedic Ride.
- 12.7. Where a Participant has been suspended or is the subject of a disciplinary hearing, Tour Paramedic Ride may advise Cycling Canada or any other Sports Organization in which that Participant is a member.
- 12.8. Where a discipline decision is made by a committee delegated by the National Board of Directors, the Participant may appeal to the Tour Paramedic Ride National Board of Directors within 14 days of receipt of the decision from the committee. The decision of the Tour Paramedic Ride National Board of Directors is final.
- 12.9. The Tour Paramedic Ride National Board of Directors delegates disciplinary decision to the following committees:



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12.9.1. The Provincial Ride Organization Committees only with respect to infractions that occur in relation to a Tour Paramedic Ride Event organized by that committee.

13. NON-PARTICIPANTS

13.1. No person, who is not a Participant in a Tour Paramedic Ride Event, shall hold themselves out as being affiliated with Tour Paramedic Ride.

13.2. The Board of Directors of Tour Paramedic Ride may take such action as it deems necessary to make it clear to the public that a person is not affiliated with Tour Paramedic Ride and to enforce its legal rights against any person who conducts him or herself in a manner that is not approved by Tour Paramedic Ride or its policies and procedures.

14. REVIEW AND APPROVAL:

14.1. This Code of Conduct was approved by the Tour Paramedic Ride National Board of Directors on: February 15, 2021