



CODE OF CONDUCT
FOR UCI INTERNATIONAL
COMMISSAIRES

INTRODUCTION

The Union Cycliste Internationale (UCI) is the worldwide governing body for cycling. It develops and oversees cycling as a competitive sport and activity in all its forms, across the world. The UCI commits to the highest standards in all activities, and to earn and maintain a reputation as an international sporting federation of outstanding performance and integrity.

By representing the UCI, a UCI International Commissaire ["Commissaire"] plays a major role at the events to which he/she has been appointed. In this regard, it is essential that a Commissaire observes, both before, during and after events, certain rules of conduct which inspire confidence and respect for his function. Additionally, this document also applies to elite national Commissaires and national Commissaires officiating on international events.

A Commissaire is invited to always keep a copy of the present Code of Conduct when officiating on an event.



1. COMPLIANCE WITH THE UCI REGULATIONS

A Commissaire shall comply with the UCI Regulations at all times, including the UCI Code of Ethics, in particular articles 6 and 7 - as published on the UCI website (www.uci.org/inside-uci/constitutions-regulations/regulations) - as well as with any other applicable law or regulations.

The present Code of Conduct shall be binding, and the obligations set out herein may be taken into account by the UCI, the UCI Disciplinary Commission and/or the UCI Ethics Commission when applying a sanction or taking measures against a Commissaire.

2. HUMAN AND SOCIAL QUALITIES

When officiating on events, a Commissaire deals with various categories of people (organisers, riders, team managers, media, etc.) who may have different/divergent interests. In these circumstances, a Commissaire needs to show well-developed human and social qualities allowing to balance the differences of opinion which may arise.

A Commissaire shall show the following qualities:

- **Tact** - an intuitive perception of other people's feelings and behaviors in order to avoid conflicts and lead to solutions through dialogue.
- **Empathy** - an intuitive perception of a situation and the way it may develop in order to anticipate certain problems.
- **Charisma** - ability to work for the general good and as part of a team.
- **Authority** - show authority and firmness from the very start of the appointment (during the briefing with the team managers).
 - ▶ Avoid arrogance and disdain.
 - ▶ Not confuse authority with authoritarianism (the latter is never well received).
- **Sense of responsibility** - it is essential for a Commissaire to:
 - ▶ never shirk his responsibilities;
 - ▶ the demands made by the international Commissaire to the organiser must match the circumstances;
 - ▶ never try to pass the task and/or responsibility to other people (the UCI, the National Federation, the organiser, etc.);

- ▶ always uphold any joint decision made by the Commissaires' Panel. Moreover, a Commissaire shall at all times:
 - behave in an appropriate manner;
 - use a form of language which is polite and appropriate;
 - show restraint under all circumstances - the abuse of alcoholic drinks is banned during the entire event (including in cases where the event lasts several days);
 - keep a dignified posture in the car during the event;
 - take the necessary rest to be in good shape during the event;
 - respect for others;
 - politeness and cordiality;

A Commissaire shall never abuse his status as an international Commissaire at events for which he/she has not been appointed.



3. INDEPENDENCE AND IMPARTIALITY

A Commissaire shall be fully independent and impartial from riders, teams, organisers and/or any other persons/entities involved in cycling. A Commissaire shall immediately disclose to the UCI or the relevant National Federation any circumstance which may affect his independence and impartiality with respect to any of the persons or entities concerned.

In certain disciplines, a Commissaire acts as judge evaluating riders' performances. In such cases, he/she shall take specific care to abide by the obligations set out under this point 3.

A Commissaire shall not ask for any gifts and/or favors which might bring his neutrality, objectivity and independence into question. Symbolic gifts which do not involve any commitment from the Commissaire may however be accepted.

Moreover, it is strictly forbidden for a Commissaire to:

- ask for any autographs, caps, jerseys, etc. from teams and riders;
- invite her husband or his wife, partner or friends, to events even if he/she intends to pay their costs themselves;
- socializing with riders during or immediately after the event.

4. APPOINTMENT TO AN EVENT

BEFORE THE EVENT

Upon appointment by the UCI, a Commissaire shall send an email/letter to the organiser to introduce himself/herself and provide his contact details.

A Commissaire is invited to duly verify the content of the technical guide upon receiving it. If the content of the technical guide in any way contravenes the UCI Regulations, please contact the organiser immediately and try to mutually agree on the necessary changes.

A Commissaire shall immediately contact his colleagues, i.e. other international Commissaires appointed by the National Federation or the UCI. Making contact and knowing who is assigned what tasks before the event will make the team work more effective.



AT THE EVENT'S VENUE

When arriving on the event's venue, a Commissaire shall take the initiative to introduce himself/herself to the organiser and to hold a friendly, constructive interview with him about the respective responsibilities. Always make sure to arrive on the event's venue on time.

A Commissaire shall provide the organiser with their full collaboration in order to ensure a successful event. Organisers must feel comfortable to share any problems encountered. In this regard, a Commissaire shall offer his services in trying to resolve the said problems, provided that the help is not contrary to the present Code of Conduct or the UCI Regulations.

When meeting for the first time national Commissaires who will be part of the UCI Commissaires' Panel, it is important to introduce themselves, clarify the tasks and the expectations. International Commissaires shall always conduct themselves in an appropriate manner and treat other members of the Commissaires' panel with respect.

Finally, international Commissaires shall also contact the anti-doping inspector to determine the best way to work together until the end of the event.

AFTER THE EVENT

A Commissaire shall set up their travel plan in a way which grants sufficient time to ensure that the rankings, the race communiques, the anti-doping checks, etc. have been correctly carried out.

It is the Commissaire' responsibility to ensure that all relevant documents have been sent to the UCI in accordance with the UCI Regulations. A Commissaire may in no case delegate to other members of the UCI Commissaires' Panel or other persons any tasks for which they are responsible.

After the end of the event, a Commissaire shall:

- invite the organiser to a debriefing and ensure that the report which is sent to the UCI is consistent with the debriefing;
- congratulate the organiser on the positive aspects of the organisation;
- tell him, tactfully but frankly, about any weak points and which recommendations will be included in the report sent to the UCI;
- work together to find ways of improving the general organisation.

5. RELATION WITH THE MEDIA

A Commissaire shall never publicly justify a decision made by the UCI Commissaires' Panel on any international competition. A Commissaire shall systematically direct the media to the race communique, which is the only official communication.

During professional road cycling events (including UCI WorldTour and UCI Women's WorldTour, UCI ProSeries and Class 1), UCI World Cups, UCI World Championships and Olympic Games: A Commissaire undertakes not to talk or answer to the media (TV, radio, or any kind of digital and traditional press) under any circumstances.

Notwithstanding the above, Commissaire may inform the UCI Sports Department of any issues related to race operations and/or the media.



6. SOCIAL MEDIAS GUIDELINES

In order to ensure that the integrity of a Commissaire, the UCI and the sport of cycling are not put at risk, a Commissaire shall abide by the present guidelines for the use of social medias.

While the UCI respects the personal freedom of speech, a Commissaire, as official representative of the UCI, undertakes to respect the following list of unauthorised behaviour on social medias.

Unauthorised behaviour on social medias:

- Complain about any activity related to the UCI;
- Complain about a commissaire's role and action(s) for the UCI;
- Comment any decision made by the UCI Commissaires' Panel or other international Commissaires;
- Post about something illegal;
- Post photos/videos of internal operations related to an event;
- Post photos/videos of any specific incident related to an event;
- Engage in any debate (across all digital platforms) regarding UCI activities.

If you ever wonder, even for a second, about the possible subversive nature of the content, do not post it on social medias! In case of doubt, please get in touch with the UCI Communications Service at communication@uci.ch.

7. BUSINESS CARDS, ELECTRONIC SIGNATURES AND EMAIL ADDRESSES

A Commissaire represents the UCI during appointments on events. In order to avoid any kind of confusion outside of its appointments, a Commissaire shall not:

- Create personal email addresses with UCI initials, for example: name.surname.uci@gmail.com.
- Develop his own personal business cards with UCI initials or logo.

A Commissaire is however invited to use the official electronic signature and business card template provided by the UCI, which are available on the Commissaires' extranet.



8. UNIFORM

In accordance with article 1.1.074 of the UCI Regulations, a Commissaire appointed by the UCI and National Federation in their respective discipline as detailed in article 1.2.116, shall wear the official uniforms provided by the UCI. Such uniforms will be worn only at official missions and on no other occasion.

A Commissaire shall take care of their official uniforms. For the disciplines where it is established, blue shirt, blazer and tie/scarf should be worn, especially at the start area, during ceremonies and meetings. However, the obligation to wear the blazer and tie/scarf will also depend on weather conditions (decision taken by the President of the UCI Commissaires' Panel).

A Commissaire shall not carry any advertising material or promoting any commercial products unless authorized to do so by the UCI.



9. COSTS

All Commissaires' expenses and compensation for his duties are covered by the UCI as defined in the UCI Financial Obligations and following the appointment table in the article 1.2.116. A Commissaire is not authorised to receive any money from an organiser, a team or a rider.

All the costs resulting from the presence of a Commissaire at events (local transportation, accommodation) are covered by organisers.

