



BikeMN Code of Conduct for Vendors, Partners & Volunteers:

Purpose: Communicate the professional and ethical obligations of partner organizations and volunteers as they pertain to work done in conjunction with BikeMN.

BikeMN requires that formal Vendors, Partners & Volunteers shall:

- Act as a representative of BikeMN by adhering to its mission, vision, values and strategic plan during events, classes, and programs.
- Actively participate and encourage others to help achieve the mission, vision, values and strategic plan of BikeMN.
- Respect differences of opinion and different life experiences as it pertains to differing opinions on how to achieve the mission, vision, values and strategic plan of BikeMN.
- Actively seek to engage diverse voices, particularly those who have been traditionally marginalized.
- Communicate with honesty and transparency.
- Honor request for confidentiality.
- Attend required training for programs, classes, and events: Some events require a more in depth training to effectively and confidently participate in. These may include mechanic classes or Learn to Ride courses. It is important to attend these training sessions and utilize the information and skills shared with you.
- Provide instruction, knowledge, and advice on biking, walking, and rolling best practices in Minnesota based on BikeMN's programs, course guidelines, national design standards or other relevant informed practices.
- Not engage in racist, sexist, homophobic or otherwise bigoted words or actions at BikeMN events, during meetings, or while engaging in BikeMN programs.
- Not engage in harassment of any kind, sexual or inappropriate behavior, discriminatory actions such as refusing entry to an event based on someone's identity.
- Report inappropriate behavior witnessed to the BikeMN Executive Director, Deputy Executive Director, and/or Board of Directors.
- Understand that violations of this code of conduct may result in discontinuation of partnership, termination of vendor contract, and/or permanent ban from BikeMN events and programs.
- Understand that all of our community participants across Minnesota deserve to feel safe at our events, classes, and other programs.
- Understand that BikeMN will terminate project partnership with any partner found to be engaging in or having a history of sexual, racial, or other violence.

BikeMN Code of Conduct for Host Organizations & Sites

Purpose: Communicate the professional and ethical obligations of organization or site hosts where work is done by BikeMN teammates, partners, and volunteers.

Organizations & Sites hosting BikeMN classes or activities shall:

1. Provide an environment that is safe for BikeMN teammates, volunteers, and participants.
2. Shall not interfere with BikeMN's ability to deliver programming consistent with our Mission, Vision, Values and any parameters of engagement.
3. Host sites and organizations shall honor commitments made to BikeMN.
4. Acknowledge the presence of BikeMN with an organization or at a site is not an endorsement of any policies or practices that conflict with BikeMN's Mission, Vision, or Values