

# BROtherhood Riders (BRO) Code of Conduct

## I. Core Identity: Vision, Mission, and Values

The Brotherhood Riders Of Pune (BRO) is more than just a riding club; it is a community founded on principles that elevate the motorcycling experience beyond the pavement. Our foundation rests on mutual respect, unwavering safety, and genuine solidarity among all members.

### Vision

To establish and maintain the most disciplined, reputable, and truly brotherhood-driven riding community. We aspire to be an environment where every member—regardless of experience—is empowered to learn, grow, and experience the profound joy of motorcycling, guided by mutual respect, a safety-first ethos, and genuine, lasting camaraderie.

### Mission

Our mission is executed through the daily adherence to our core values, ensuring that every ride and interaction contributes positively to the group and the wider community:

Core Value	Principle	Commitment
Brotherhood	Trust, camaraderie, and mutual support.	No rider is ever left behind. We ensure physical and emotional support, both on and off the road.
Discipline	Safety, integrity, and accountability.	We uphold the highest standards of safety protocols, traffic laws, and personal responsibility in every action.
Joy	Inclusivity, shared experience, and passion.	Organizing diverse, uplifting rides and social events that cater to all members and reinforce shared passion for motorcycling.
Community	Social responsibility and purpose-driven riding.	Actively engaging in charity, social causes, and community service, riding with a clear, positive purpose.
Voice	Value, respect, and empowerment.	Ensuring that every member's opinion, concern, and suggestion is heard, valued, and considered by the Pathfinder Crew.

## II. Fundamental Operating Guidelines

### 1. Brotherhood & Respect: The Bedrock of BRO

The name 'Brotherhood' dictates the expected standard of conduct. Every interaction must be characterized by respect, kindness, and unwavering trust.

- **Mutual Support:** Members are expected to actively look out for and support fellow riders, offering assistance with mechanical issues, personal challenges, or navigational needs, whether on a ride or in everyday life.
- **Zero Tolerance for Disrespect:** BRO maintains a firm and absolute **Zero Tolerance Policy** regarding conduct toward women.
- If a female rider, or a rider's female companion (girlfriend, spouse, partner, or guest), joins any group activity, all members are required to conduct themselves in a **respectful, courteous, and impeccably appropriate manner at all times.**
- Any documented instance of inappropriate behavior, disrespect, harassment, or sexual misconduct will result in **immediate and strict disciplinary action**, including possible permanent removal from the group, regardless of the member's seniority or status.

### 2. Safety First: Our Paramount Priority

Safety is non-negotiable and supersedes all other concerns during a ride.

- **Mandatory Gear:** Appropriate and protective riding gear is mandatory for all scheduled rides: ISI/DOT/ECE certified helmet, riding gloves, protective jacket, sturdy riding boots, and other protective clothing (e.g., knee guards). No gear, no ride.
- **Responsible Riding:** Adherence to all local and national traffic laws is compulsory. Reckless, aggressive, or stunts-related riding is strictly prohibited.
- **Ride Management:** All riders must attend pre-ride briefings to review the route, formation signals, and emergency procedures. We enforce safe following distances and the preferred staggered riding formation.
- **Emergency Preparedness:** All members are strongly encouraged to carry a basic personal first aid kit and current emergency contact information.
- **Substance Policy:** There is a strict prohibition against riding under the influence of **alcohol or illegal drugs** before or during any group activity. Violation of this rule is considered gross misconduct.
- **Noise and Community Respect:** Members must refrain from unnecessary engine revving, excessive honking, or creating unwarranted loud engine noise during rides or stops, demonstrating respect for the local communities and fellow road users.

### 3. Discipline & Organization

Effective group riding requires high levels of personal discipline and adherence to organizational structure.

- **Punctuality:** Riders must arrive on time for all scheduled rides and events with a fully fueled and inspected motorcycle.
- **Formation Adherence:** Respect and follow the instructions of the designated **Lead Rider** and acknowledge the role of the **Sweep Rider** (the last rider) for safe, smooth group coordination.
- **Vehicle Maintenance:** Each member is responsible for maintaining their motorcycle in excellent mechanical condition. Safety depends heavily on the reliability of every vehicle in the group.
- **Skill Awareness:** Riders must operate within their known skill limits and never attempt maneuvers that compromise their own safety or the safety of the group.

### 4. Learning & Growth

BRO actively fosters an environment of continuous improvement.

- **Knowledge Sharing:** Members are encouraged to freely share riding tips, safety knowledge, advanced techniques, and maintenance advice with the community.
- **Skill Development:** Participation in occasional riding skill workshops, first-aid training, and safety-focused sessions organized by the group is highly encouraged.
- **Mentorship:** Experienced members are tasked with actively mentoring new riders, helping them develop both in riding skills and adherence to group discipline.

### 5. Community & Impact

We ride for a purpose that extends beyond personal enjoyment.

- **Active Citizenship:** Members are strongly advised to participate in group-organized charity rides, social awareness campaigns, and community service events to demonstrate positive social impact.
- **Ambassadorship:** Every rider is an ambassador for BRO. Members must uphold the group's reputation for responsible, respectful, and organized riding in all public interactions.

### III. Governance: The Pathfinder Crew

The Pathfinder Crew is the executive body responsible for upholding the group's Vision, Mission, and Rules. They are entrusted with strategic planning, ride coordination, financial oversight, and maintaining the cultural integrity of the Brotherhood.

#### 1. Pathfinder Crew Selection

New Pathfinder Crew are selected through a structured, merit-based process to ensure total commitment and deep alignment with the group's ethos.

##### **Eligibility Criteria:**

- **Active Membership:** A minimum of **2 years** of active and continuous membership in the Brotherhood Riders of Pune.
- **Consistent Participation:** Must demonstrate a minimum of **75% ride attendance** over the preceding 12 months.
- **Discipline & Conduct:** Flawless adherence to all Group Rules and the Code of Conduct, with a proven track record of upholding Brotherhood and Safety principles.
- **Leadership Potential:** Proven ability to lead, organize, manage logistics, and resolve conflicts with fairness and respect.
- **Defined Roles & Responsibilities:** Each Core Committee member must hold a publicly defined role (e.g., Ride Coordinator, Treasurer, Safety Officer) with clearly outlined responsibilities, known to all active members.

##### **Selection Process:**

- **Nomination:** Only existing Pathfinder members may nominate a qualified active member. Self-nominations are explicitly not permitted.
- **Review & Interview:** The existing Pathfinder will conduct a comprehensive review of the nominee's history, followed by an informal interview to assess their commitment, vision, and readiness for the role.
- **Final Consensus:** The addition of a new member requires a **unanimous consensus** vote from all existing Pathfinder Crew.

#### 2. Term Limits and Review

Defined term limits ensure continuity while periodically allowing for the injection of fresh perspectives.

- **Term Length:** Each Pathfinder Crew member shall serve a fixed term of **2 years** from their date of selection.
- **Review and Re-appointment:** Near the end of the 2-year term, the Pathfinder Crew will conduct a private performance review or may create a report. For re-appointment, the Pathfinder Crew may also choose to get votes via a Google Form or any other secure method in a limited time, but the final decision remains subject to a **unanimous consensus** by the remaining Pathfinder Crew. A member may be re-appointed for one or more additional terms if a **unanimous consensus** is

- reached by the remaining Pathfinder Crew.
- **Voluntary Resignation:** A member choosing to step down must provide a minimum of **30 days' written notice** to the rest of the Pathfinder Crew to allow for a smooth and responsible transition of duties and responsibilities.

### 3. Removal from Pathfinder Crew

A Pathfinder Crew member can be removed for just cause to protect the integrity, reputation, and operational effectiveness of the Brotherhood.

#### Grounds for Removal:

- **Gross Misconduct:** Any violation of the Group Rules that would warrant suspension or removal for a regular member (e.g., violation of the Zero Tolerance Policy, riding under the influence of intoxicants).
- **Neglect of Duties:** Persistent and chronic failure to perform assigned Pathfinder Crew responsibilities for a period of **3 consecutive months** without prior, valid communication.
- **Breach of Trust:** Any action that deliberately brings disrepute, financial harm, or significant damage to the Pathfinder Crew, the group, or its members.

#### Removal Process:

- A formal motion for removal must be proposed and seconded by at least two other Pathfinder members.
- The accused member has the right to present their defense and justification to the team.
- A final decision requires a **supermajority vote (75%)** of the remaining Pathfinder members. The decision reached through this process is final and non-negotiable.

## IV. Governance: The Wing Squad

### Wing Squad Overview

The Wing Squad is entrusted with on-ride support, including route execution, rider positioning, incident response, and real-time coordination with the Pathfinder Crew. Members assist with formation discipline, hazard communication, and ensuring that all riders complete the ride safely and with confidence.

### Wing Squad Composition and Roles

The Wing Squad consists of designated riders serving in clearly defined functional roles. Each role is public, transparent, and focused on service to the group.

#### On-road roles:

- **Head:** Leads from the front in coordination with the Ride Coordinator, maintains formation pace, observes road conditions, and signals turns and hazards to the group.

- **Tail (Sweep):** Rides at the rear, ensures that no rider is left behind, assists with breakdowns and basic incidents, and protects the group from rear traffic risks.
- **Marshal:** Operates within or around the pack, supports traffic management where required, helps maintain formation, and assists riders who need guidance or support.

### Support and experience roles:

- Content Creator: Captures photos and videos during and around rides in a safe and non-disruptive manner, curates stories, and helps document key moments that reflect the Brotherhood's ethos.
- Social Media Handler: Manages official social channels, posts updates about rides and events, responds to basic queries, and ensures that all public communication aligns with the group's image and values.
- Ride Planner: Collaborates with the Pathfinder Crew to suggest routes, stops, timings, and alternates; shares detailed ride briefs (distance, terrain, fuel points) to enhance preparedness and safety.
- Gear & Utility Support (Experience Helper): Maintains and carries essential utilities and gear on rides (such as basic tools, puncture kits, straps, first-aid, and other practical items), and provides on-ground assistance to riders in need without formally acting as a mechanic.

### Eligibility Criteria

To be considered for the Wing Squad, a member should meet the following criteria:

- **Active Membership:** Demonstrated active participation as a regular rider in the Brotherhood Riders of Pune, with consistent involvement in rides and events.
- **Ride Discipline:** Proven adherence to group riding etiquette, safety norms, and formation rules, including proper use of signals and spacing.
- **Reliability & Conduct:** A reputation for punctuality, calm behavior, and responsible decision-making under varying traffic and weather conditions.
- **Supportive Mindset:** A clear willingness to assist fellow riders, especially newer or less-experienced members, without ego or superiority.
- **Skill & Awareness:** Sufficient riding experience and situational awareness to manage front, middle, or rear positions as assigned.
- **Selection and Appointment:** Selection to the Wing Squad is based on observed behavior, performance, and alignment with the Brotherhood's safety-first culture.
- **Identification:** Potential Wing Squad members are informally identified by the Pathfinder Crew and senior riders based on consistent helpfulness, discipline, and on-ride presence.
- **Discussion & Confirmation:** The Pathfinder Crew discusses each proposed member and may invite them for a conversation to explain responsibilities and expectations, ensuring willingness and clarity.
- **Role Assignment:** Upon agreement, the rider is assigned an initial role (Head, Tail, or Marshal) suitable to their strengths, with the understanding that roles may rotate over time as needed.

## Responsibilities of Wing Squad Members

Wing Squad members are expected to uphold the following responsibilities on every assigned ride:

- **Safety Stewardship:** Monitor formation, spacing, and rider behavior, and intervene calmly where safety is at risk, always prioritizing the group's well-being over pace or ego.
- **Communication:** Use standard hand signals and agreed communication methods to relay hazards, stops, and issues between the front and back of the group.
- **Incident Response:** Assist riders in case of minor breakdowns, disorientation, or fatigue, and coordinate with the Pathfinder Crew when escalations, route changes, or additional support are required.
- **Role Execution:** Fulfill the duties of Head, Tail, or Marshal as assigned for that ride, including positioning, regrouping, and supporting newer riders at junctions, refuel stops, and tricky sections.

## Review, Continuity, and Rotation

To maintain effectiveness and prevent burnout, Wing Squad participation is periodically reviewed:

- **Performance & Fit:** The Pathfinder Crew may periodically review how Wing Squad members are performing in their roles, based on ride feedback and observed behavior.
- **Rotation & Rest:** Roles such as Head, Tail, and Marshal may be rotated between qualified Wing Squad members to provide rest, variety, and skill development.
- **Resignation:** Any Wing Squad member who wishes to step back from active duty is encouraged to communicate this in advance so that responsibilities can be reassigned smoothly for upcoming rides.

## IV. Membership & Communication

- **General Membership:** Membership is primarily open to Royal Enfield motorcycle riders, though specific, rare exceptions may apply with unanimous Pathfinder Crew consensus.
- **Communication Channels:** All official ride announcements, important updates, and emergency communication will be shared exclusively through the group's official communication channels (e.g., WhatsApp group).
- **Privacy:** Members must respect the privacy of fellow riders. No member information, personal details, or contact numbers are to be shared publicly or with non-members without explicit prior permission from the individual concerned.
- **Pathfinder Crew Authority:** The Pathfinder Crew reserves the right to review, update, and change the membership and governance criteria at any given point in time. Any changes made will be formally documented and circulated to the entire group membership.