

Raleigh Rowing Center

Member Code of Conduct

INTRODUCTION

The Raleigh Rowing Center (RRC or CLUB) is committed to improving the development and safety of athletes and participants involved in the sport of rowing. This Member Code of Conduct describes RRC's strategies to prevent misconduct by its staff, members or volunteers. Misconduct is conduct that results in harm, the potential for harm or the imminent threat of harm.

RRC does not accept minors as members. Accordingly, this Member Code of Conduct does not address issues relating to child physical or sexual abuse.

This Member Code of Conduct is comprised of the following policies:

- ATHLETE PROTECTION POLICY
- SUPERVISION OF ATHLETES AND PARTICIPANTS POLICY
- ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY
- REPORTING POLICY
- DISCIPLINARY RULES AND PROCEDURE POLICY

TRAINING AND EDUCATION

The Member Code of Conduct shall be made available to all staff members, contractors, CLUB members or volunteers via electronic posting on CLUB's website. The method of distribution shall be at the discretion of the Board of Directors.

ATHLETE PROTECTION POLICY

COMMITMENT TO SAFETY

Overview

Staff members, contractors, and CLUB members shall refrain from all forms of prohibited conduct as described below. In the event that any staff member, contractor or CLUB member observes such misconduct, it is that person's responsibility to immediately report his or her observations to CLUB's President or other Officer following the reporting procedures set forth in the Reporting Policy.

CLUB is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct.

PROHIBITED CONDUCT

Emotional Misconduct

- (1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete
- (2) Any act or conduct described as emotional abuse or misconduct under federal or state law.

Note: Bullying, harassment, and hazing, defined below, often involve some form of emotional misconduct.

Physical Misconduct

- (1) Contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to an athlete or other sport participants
- (2) Any act or conduct described as physical abuse or misconduct under federal or state law.

Note: Bullying, harassment and hazing, defined below, often involve some form of physical misconduct.

Sexual Misconduct

- (1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner
- (2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority; such relationships involve an imbalance of power and are likely to impair judgment or be exploitative
- (3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape).

Bullying

- (1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership

- (2) Any act or conduct described as bullying under federal or state law.

Bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

Harassment

- (1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability
- (2) Any act or conduct described as harassment under federal or state law.

Hazing

- (1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members
- (2) Any act or conduct described as hazing under federal or state law.

WILLFULLY TOLERATING MISCONDUCT

It is a violation of the Athlete Protection Policy if a staff member and/or contractor knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member, and/or contractor.

VIOLATIONS

Violations of the Athlete Protection Policy shall be reported pursuant to the Reporting Policy and will be addressed under the Disciplinary Rules and Procedure Policy.

SUPERVISION OF ATHLETES AND PARTICIPANTS POLICY

During training and competition, CLUB strives to create a safe training environment and to protect athletes and participants.

PHYSICAL CONTACT WITH ATHLETES

Appropriate physical contact between athletes and coaches, staff members or contractors is a productive and inevitable part of sport. However, guidelines for appropriate physical contact reduce the potential for misconduct in sport.

APPROPRIATE PHYSICAL CONTACT

CLUB adheres to the following principles and guidelines in regards to physical contact with CLUB athletes. Appropriate physical contact with athletes – for ensuring safety, offering consolation and celebrating – has no potential for, or actual, sexual intimacies during the physical contact.

PROHIBITED PHYSICAL CONTACT

Prohibited forms of physical contact, which shall be reported immediately under the Reporting Policy include, without limitation:

- (1) Any physical contact meant to discipline, punish or achieve compliance from an athlete
- (2) Continued physical contact that makes an athlete obviously uncomfortable, whether expressed or not
- (3) Any contact that is contrary to a previously expressed personal desire for decreased or no physical contact, where such decreased contact is feasible in a competitive training environment.

VIOLATIONS

Violations of the Supervision of Athletes and Participants Policy must be reported in accordance with the Reporting Policy.

ELECTRONIC COMMUNICATIONS AND SOCIAL MEDIA POLICY

As part of CLUB's emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Electronic communications can include Facebook, MySpace, blogs and similar sites, Twitter, instant messaging and similar media, email and similar electronic communications, and texting and similar electronic communications.

ELECTRONIC IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to CLUB members on disc or other electronic form. It is the default policy of CLUB to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and CLUB. Imagery must not be contrary to any rules as outlined in the Member Code of Conduct.

MISCONDUCT

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications will not be tolerated and are considered violations of the Member Code of Conduct.

VIOLATIONS

Violations of the Electronic Communications and Social Media Policy must be reported in accordance with the Reporting Policy.

REPORTING POLICY

Every CLUB coach, staff member and/or contractor must report violations of the Member Code of Conduct, and/or misconduct as defined in the Athlete Protection Policy.

Reporting Misconduct and Policy Violations

Allegations of, or observed, misconduct or other inappropriate behavior, that is not reportable to the appropriate law enforcement authorities, shall be reported to CLUB's President or other Officer.

REPORTING PROCEDURE

To Whom to Report

Staff members, contractors and volunteers may report to CLUB's President or other Officer.

How to Report

CLUB will take a report in the way that is most comfortable for the person initiating a report including an anonymous, verbal or written report. A sample Incident Reporting Form is included as Appendix A.

Confidentiality

To the extent permitted by law, and as appropriate, CLUB will keep confidential the complainant's name on request and not make public the names of potential victims, the accused perpetrator or the person or persons who made a report.

Anonymous Reporting

CLUB recognizes it can be difficult to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made through email, texts or notes to CLUB's President or other Officer. However, anonymous reporting may make it difficult for CLUB to investigate or properly address allegations.

"Whistleblower" Protection

Regardless of outcome, CLUB will support the complainant(s) and his or her right to express concerns in good faith. CLUB will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered a violation of the Member Code of Conduct and grounds for disciplinary action.

Bad-Faith Allegations

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of the Member Code of Conduct and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

Misconduct and Policy Violations

CLUB addresses internally alleged policy violations and misconduct – bullying, harassment, hazing, emotional, physical and sexual – that are not reportable under relevant state or federal law. Policy violations and misconduct shall be reported to CLUB's President or other Officer.

DISCIPLINARY RULES AND PROCEDURE POLICY

While CLUB endeavors to provide support and guidance to participants on a day-to-day basis, it is also important for CLUB to have a formal procedure for disciplinary action to address alleged violations of its policies and other inappropriate behaviors.

APPLICATION

The Disciplinary Rules and Procedure Policy is used to address allegations of violations of CLUB's policies against staff members, contractors, athletes and/or participants.

DISCIPLINARY PROCEDURE

On receipt of an allegation, CLUB's Board of Directors will determine in its discretion the appropriate steps to address the conduct based on several factors, including the nature, scope, and extent of the allegations.

CLUB's disciplinary procedures and actions will be proportionate, reasonable and applied fairly and equally. In extreme cases, misconduct will result in immediate summary dismissal, provided that the accused individual shall be advised of their right to speak in front of CLUB's Board of Directors.

DISCIPLINARY ACTION

Sanctions for violations of the Member Code of Conduct will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, CLUB may take the following disciplinary actions, without limitation:

- (1) Provide the individual with guidance, redirection and instruction
- (2) Temporarily suspend participation in competition
- (3) Issue a verbal warning or a written and/or final written warning
- (4) Engage in restorative practices (e.g., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred)
- (5) Suspend or terminate employment or membership.

ONGOING EMPLOYMENT AND/OR PARTICIPATION

On receipt of a credible and specific allegation of serious misconduct (e.g., physical and sexual abuse as defined in the Athlete Protection Policy), CLUB may immediately suspend or terminate the accused individual to ensure participant safety.

COMPLAINANT PROTECTION

Regardless of outcome, CLUB will support the complainant(s) and his or her right to express concerns in good faith. CLUB will not encourage or tolerate attempts to retaliate, punish or in any way harm any individual(s) who report(s) a concern in good faith. Such actions will be grounds for disciplinary action.

BAD-FAITH ALLEGATIONS

Any individual who alleges misconduct under the Member Code of Conduct that, upon review, is determined to be malicious, frivolous or made in bad faith will be a violation of the Member Code of Conduct. Bad-faith allegations may also be subject to criminal or civil proceedings.

