

## **PROGRAM PARTICIPANT CODE OF CONDUCT**

While on Community Rowing property and/or during Community Rowing programs and activities, there are expectations for my behavior and actions. The list below is not all-inclusive and does not change the intent of the Code of Conduct which is to create a safe, respectful, and fun environment for me and the CRI community at all times.

### **I will at all times demonstrate good behavior and respect for people and property:**

- I will demonstrate respect for CRI community members, my teammates, coaches, teams, participants, officials, volunteers, staff, and spectators and acknowledge it is essential for my continued success as a CRI participant in any CRI activity.
- I will be respectful of other people's possessions and property and will refrain from activities that cause damage to either. Theft, abuse, or deliberate destruction of property is prohibited.
- Physical or verbal harassment, sexual harassment, bullying or disrespect toward anyone including but not limited to CRI community members, teammates, parents, coaches, staff, chaperones, fellow competitors, visitors or other members of the public is prohibited.

### **I will be a good community member:**

- I will accept and carry out the instructions of the coaching staff, program volunteers and/or chaperones (for youth athletes). This may include instruction/commands from coaches from other programs or organizations when on the water (e.g., for safety and navigation purposes).
- I will discuss any problems that may arise with any staff member, volunteer, or chaperones (for youth).
- I understand that
  - possession, use, purchase, consumption, transfer or sale of controlled substances or illegal drugs at any time on CRI's premises, or while representing CRI, is prohibited.
  - possession, use, purchase, transfer or sale of weapons or other life-threatening devices or property is prohibited.
  - sending, sharing, viewing, or merely possessing sexually explicit photos, images and messages, text messages, emails or other materials via a computer, digital device or cell phone (commonly known as "sexting") may subject anyone at CRI to criminal charges under federal and state laws. The types of crimes that can be implicated by sexting include obscenity laws, harassment, indecent exposure, child pornography and endangering the welfare of a child.
  - additionally, for minors, any activities that are prohibited under state and federal laws are prohibited including but not limited to underage drinking, use of tobacco products and/or vaping.
- I understand that any illegal activities must be reported to any coach, parent or guardian, volunteer chaperone or member of the CRI staff.
- I agree that dishonesty is prohibited.

### **Other important agreements**

- I understand that this Code of Conduct is established by CRI for equitable guidance across all CRI programs.
- If I do not abide by this Code of Conduct and/or conduct myself outside reasonable standards of respectful behavior, the consequences for my actions may include immediate removal from current and future programs and up to and including permanent loss of all my CRI privileges.
- I understand that I, (or, in the case of minors, my family), are financially responsible for any damages caused by violating any of these rules.
- I understand that refunds for program or regatta fees may not be returned if I am suspended or removed from any program.
- I understand that if I am part of or witness a breach of this code, I will reach my coach, a volunteer, another coach, or any member of the senior staff to share what I witness or what I experience as soon as possible.

### **Investigation and Discipline**

I understand that CRI may conduct an investigation of any possible violation of this Code of Conduct, including information gathering/fact finding by CRI as deemed necessary by CRI. All involved parties may be prohibited from participating in any CRI activities, including but not limited to practicing and/or racing, until such time as CRI determines the outcome of such investigation.

In the event CRI determines that a violation of this Code of Conduct has occurred, I understand that CRI is not required to follow any system of progressive discipline or warnings. Nevertheless, CRI will exercise its discretion to utilize progressive levels of discipline in certain cases. Examples of discipline include verbal warnings, written warnings, temporary suspension and/or permanent removal from all CRI programs and activities. Any disciplinary action resulting from a violation of this Code of Conduct will be made by the Executive Director, in their sole discretion, in consultation with applicable coaches, directors and other staff.

Last Updated: May, 2024

## **ATHLETE SAFETY POLICY**

While on Community Rowing property and/or during Community Rowing programs and activities, there are expectations for my behavior and actions that are necessary to ensure the safety and enjoyment of all rowers, staff and others. This Athlete Safety Policy is required to ensure the health and safety of self, other boat mates and participants, staff and all others at all times. The list below is not all-inclusive and does not change or limit the intent of the Athlete Safety Policy.

### **Coach Decision Making**

- I will, at all times, respect and comply with the decision making and instructions of CRI staff regarding athlete safety, whether on the water or on land.
- I will, at all times, comply with the decision of a coach, in their sole discretion, to limit, redirect or curtail my rowing activities for safety reasons.
- I understand and agree that coaches have the authority, in their sole discretion, to alter or stop the activities of any athlete at any time, including recommending a change in programs or classes.

### **Athlete Participation Guidelines**

I understand and agree that behaviors, observed abilities or the conditions of athletes that may cause a coach to recommend adjustment of an individual's rowing activities may include but are not limited to:

- Physical abilities such as the ability to meet minimum physical requirements to thrive (i.e., lift or move shells, get into or out of rowing shells, pull hard enough or long enough to keep pace with peers in the same boat or program, etc), or other participatory activities requiring an appropriate minimum of physical endurance, strength and/or mobility for individual success in a program.
- Medical conditions that could create a potential safety concern.
- Inability or unwillingness to respond appropriately to coaches' commands for safe participation of self, boat mates, staff and all others impacted or potentially impacted.

### **When Coaches and Participants have Concerns**

I understand and agree that if a coach or athlete has safety concerns, they are expected to address their concerns directly with the applicable person as soon as practical. Of primary importance is not to wait until an individual is endangered or endangers those around them. If the coach or athlete does not feel comfortable addressing safety concerns directly with the applicable athlete or coach, they must speak with a supervisor to begin the conversation at the first practical time.

I understand that in situations where coaches and/or supervisors recommend alternative programs or classes, CRI's primary goal will be to provide the athlete the opportunity to continue rowing in more appropriate and safe programs. CRI will support the athlete in exploring these alternative ways to keep them engaged and rowing at CRI if possible.

### **Reasonable Accommodations**

I understand that CRI is committed to athlete safety and success, and that CRI will engage in interactive dialogues with athletes (and their guardians and healthcare providers as appropriate) to provide reasonable accommodations. I agree to initiate such dialogue as early as possible if I am in need of a reasonable accommodation.