



## ST. CATHARINES ROWING CLUB

### Code of Conduct July 2015

#### Definitions

1. In this document:

“Club” means the St. Catharines Rowing Club;

“Member” means all categories of membership defined in the Club’s Constitution and Bylaws as well as all individuals employed by, or engaged in activities with, the Club, including the Recreational Rowing League, and including but not limited to: athletes (and their parents), coaches, conveners, volunteers, managers, administrators, committee members, and directors and officers of the Club;

“Stakeholder” means individuals employed by, or engaged in activities on behalf of, the Club, including the Recreational Rowing League, and including: coaches, staff members, contract personnel, volunteers, managers, administrators, committee members, and directors and officers of the Club.

#### Purpose

2. This Code of Conduct provides an agreed standard of behaviour for the Club’s coaches, officials, athletes and their parents, and administrators.

#### Application of this Policy

3. This Policy applies to all Members and Stakeholders.
4. The Club’s Board of Directors shall have the authority to interpret any provision of this Policy that is contradictory, ambiguous, or unclear.

## **Obligations – All**

5. All Members and Stakeholders shall:
  - a) at all times place safety above all else;
  - b) demonstrate behaviour and actions that are exemplary at all times and befitting the expectations of the Club and the community, for example by refraining from:
    - i. bullying,
    - ii. harassment,
    - iii. theft,
    - iv. underage drinking,
    - v. using and/or possessing illegal drugs, and
    - vi. drinking-and-boating;
  - c) respect the rights, dignity and worth of all people involved in rowing;
  - d) promote fair play and good sportsmanship; and
  - e) show the utmost respect and care for Club equipment, the boathouse and the compound.

## **Coaches / Instructors**

6. At all times, coaches / instructors shall:
  - a) be looking out for hazards such as water traffic, water conditions, weather conditions, and the health and well-being of the athletes;
  - b) display behaviour that is appropriate and acceptable for their role in dealing with young athletes;
  - c) operate within the rules and spirit of the sport and teach the athletes to do the same;
  - d) display control, respect and professionalism to all involved with rowing; and
  - e) adhere to Club policy regarding an athlete's return to rowing following an injury.
7. When discussing an athlete's progress and performance with his/her parent(s), the discussion shall be limited to that athlete only. Coaches shall not comment on other athletes' performance, nor on other coaches' actions.

## **Athletes**

8. At all times, athletes shall:
  - a) be aware of their surroundings so that they are not endangering themselves, others or equipment belonging to any rowing club;
  - b) cooperate with and show respect for their coaches and teammates;
  - c) play within the rules and respect the decisions of coaches and officials;
  - d) be a good sport and applaud all good results, whether by fellow Club athletes or by opponents; and
  - e) recognize that those around them are volunteers and are at the Club to help the sport.

## **Parents**

9. Parents shall:

- a) encourage their children to play within the rules and respect the decisions of coaches and officials;
- b) acknowledge that the Club is a highly competitive rowing club and that the decision of who rows in which boat is made in order that the team may be successful and achieve program and club goals;
- c) recognize that coaches, officials and regatta staff are volunteers;
- d) refrain from entering the boathouse; and
- e) refrain from going on the dock.

10. Parents wishing to discuss their child's progress and performance shall make an appointment with the coaching staff. Parents shall not randomly approach coaches at the Club or during a regatta to discuss their child.

### **Sanctions and Disciplinary Actions**

11. Any violation of this Code shall be reported to the Head Coach for action. The Head Coach may refer a violation to the Rowing Committee for a decision. An appeal of a decision of the Rowing Committee may be made to the Board of Directors.

12. The Rowing Committee may refer cases of repeated violation of this Code to the Board of Directors for action.

13. Any violation of this Code may result in one or more of the following sanctions:

- a) issuance of a written warning;
- b) responsibility for paying for repair or replacement of lost or damaged equipment or property;
- c) suspension from the Club;
- d) expulsion from the Club;
- e) notification to RowOntario and/or Rowing Canada Aviron;
- f) notification and referral of case to the police.

14. Sanctions shall be assessed on a case-by-case basis.

### **Review and Approval**

15. This Policy was reviewed by the Board of Directors of the St. Catharines Rowing Club on June 9, 2015 and approved on July 7, 2015.