



St. Louis Rowing Club

SLRC CODE OF CONDUCT

SLRC shall operate under a Code of Conduct both as to Junior and Adult rowers. The policy of the Club in this regard is to ensure that rowers understand expected behavior, that bad behavior and harassment of any kind will not be tolerated, and that there will be consequences for bad behavior. Stated positively, the Club expects its rowers to act, take actions, and represent themselves, the Club and St. Louis in ways that demonstrate good character, builds a love for rowing, shows respect for other rowers, Club members, coaches and strangers that rowers come in contact with, and leaves a legacy to rowers that follow of what it means to be a SLRC rower and member of this Club. Good conduct is part of a culture of an organization or institution, and it is expected that this Code of Conduct and commitment to it will help to build a culture of good conduct, good character, positive and enjoyable rowing experiences for all who participate with the SLRC. All Rowers are expected to hold themselves to this standard and should not tolerate conduct violations of other members of SLRC.

Conduct and Procedures for Junior Rowers (under 19 years of age and/or those rowing within the Junior program)

1. In addition to their Registration Application and their annual Waiver of Liability, every Junior Rower and a parent or legal guardian will, once per calendar year, sign a Conduct Pledge. The Pledge demonstrates their understanding of their representation of the Club during their rowing tenure and the legacy each SLRC rower leaves for those rowers who follow, as well as their commitment to positive behavior and good character in all aspects and encounters of their SLRC rowing experience. A copy of the SLRC Conduct Pledge is included in the Appendix of this Policies and Procedures Manual.
2. Being a Member of SLRC is a privilege. It provides the opportunity to participate in a difficult, yet rewarding, team sport, being with other St. Louis area rowers multiple days every week, having the opportunity to be coached by rowing professionals, participating in a sport that expects fitness, dedication, hard work and a commitment to health and wellness, providing opportunities for travel and competition, providing an opportunity to those Junior Rowers who wish to continue after high school to go to college as an athlete, an opportunity that might not otherwise be available to them, and to know what it is like for the rest of their life to be an athlete and member of a team.
3. Continuous discussion about Rowers' personal commitment to excellence and good conduct is important, by coaches and by parents, and should not be shied away from nor should it be expected that all Junior Rowers understand it without it being said and repeated. This is an opportunity for young rowers to learn and appreciate that the SLRC rowing experience is one important component of their lives. It is designed to demonstrate that their commitment to excellence and good conduct will have benefits for them throughout their lives and will benefit

the organization that is working hard to provide a special opportunity for them at their early ages.

4. It is important for Junior Rowers to understand and appreciate that there will be consequences for their behavior. Just as Rowers understand and appreciate that their commitment and hard work may provide opportunities for them to move up in terms of the groups of rowers they row with and the races they get to participate in, and conversely that a lack of commitment or poor conduct may jeopardize their and their crews' rowing opportunities, it is also important that the consequences of bad conduct be clear.

5. As a result, the following behaviors will be expected of Junior Rowers:
 - a. They are expected to be at scheduled practices and on time, unless they have communicated and received an excused absence.
 - b. They are expected to train hard and commit themselves to a healthy and safe lifestyle.
 - c. They are expected to treat Club equipment and facilities with care, and to follow Club safety rules in and around the boathouse, on the dock, on the lake and at regattas – and to clean up after themselves at practices and at regattas.
 - d. They are expected to abstain from the use of cigarettes, tobacco and other smoking products, alcohol and drugs, and refrain from using profane language. In short, to demonstrate good sportsmanship at all times.
 - e. They are expected to respect their coaches and parent and adult volunteers, and to treat their fellow rowers, coxswains and other crews with respect and kindness. In short, to show respect to others at all times, whether they are part of SLRC or not.
 - f. They are expected to refrain from verbal, physical and sexual harassment of all kinds toward their fellow rowers and other Club members – whether by words, telephone, social media or physical actions.
 - g. They are expected to act and take actions that demonstrate integrity and a commitment to protect the integrity of teammates, fellow Members, and the Club in general.
 - h. They are expected to be responsible about taking care of and returning documents from the Club or their Coaches to SLRC that pertain to their rowing training and regattas, in order that their participation can be assured.
 - i. They are expected to mentor and demonstrate to younger and new SLRC rowers proper conduct, what it means to be a SLRC Rower, and to leave a legacy of success and good conduct after they're gone.
 - j. At regattas, they are expected to be prepared, to be on time, to willingly help in preparations before and at the conclusion of regattas until trailers are fully loaded and coaches indicate that the loading or unloading is completed, and to treat everyone they encounter with respect – fellow SLRC and non-SLRC rowers, coaches, chaperones and other parents, bus drivers, hotel workers, restaurant workers, regatta officials and volunteers. They are also expected to follow the rules for each regatta established by their coaches and the regattas themselves – as to timeliness, as to their behavior, as to curfews and hotel room rules, and as to the expectations of them as rowers and teammates. Behavior at regattas defined more specifically shall include:
 - i. On buses to and from regattas, no sitting or sleeping in the aisles, only G and PG13 movies to be watched; no profanity, lewd or harassing language allowed, the bus to be kept clean of belongings and trash; and to follow the directions of the bus driver and accompanying chaperones.
 - ii. Rowers will respect other hotel guests and hotel property where they stay. Noise levels to be kept down.

- iii. Rowing members of the opposite sex are not allowed into each other's hotel rooms, except when a Coach or chaperone is present – and the same is true for anyone not part of SLRC, except when a Coach or chaperone is present.
 - iv. Rowers must follow Coach's instructions as to when you are to be in your own room and when lights are to be turned out.
 - v. Rowers will respect their Coaches, regatta officials and volunteers, hotel staff, restaurant staff, chaperones and other parents at regattas, and their fellow Rowers and coxswains as well as those on other teams.
 - vi. Rowers may not leave the team at any time during a regatta trip, without permission of their Coach or a chaperone, and must help in the de-rigging and rigging of boats, loading the trailers, putting up tents and generally help with set-up and knock down until each is complete and your Coach has indicated that the work is done. Rowers will travel to and from regattas with their team and stay in the team hotel. Exceptions may be made only with the permission of your Coach. If a family or school function requires a Rower to come to or leave a regatta separately from the bus, your Coach must be notified two (2) weeks in advance, and must provide his or her permission to you.
6. There will be consequences for Junior Rowers for bad behavior and conduct violations:
- a. It will be the responsibility of the Head Coach and the Coach of each Junior Rower to describe expected behavior and supervise his or her Rowers.
 - b. If bad behavior and conduct violations are observed by a Coach (for example, the use of alcohol or drugs, harassment of fellow Rowers, of either gender, the use of inappropriate language to a Coach, other adult or fellow Rower, theft, offensive pranks, lack of safety precautions, including the safety of another Rower), the Coach will meet with the Rower privately as soon as practicable and discuss the conduct violations and determine the consequences, thereafter preparing and maintaining a record of the Coach's determination of the matter and consequences presented to the Rower.
 - c. In general, the Club will operate under a "three strike" rule – that is, three violations and the Rower will be excused from the Club. However, coaches will have discretion, in concert with the Head Coach and depending upon the severity of the conduct violation, to take such immediate action as the Coach (and Head Coach) determines is appropriate, with communication to the President of the Board of an action taken. Coaches and the Head Coach may decide, in discussion with the President and Board of Directors of the Club, where necessary, to take back awards presented to such Rower, to bar such Rower from the boathouse for a designated period of time after the conduct violation, or to take such other action as the Coach and/or Head Coach, and the Board of Directors when necessary, believe is appropriate under the circumstances of what has occurred. Coaches will maintain a copy of Rower violations, and will also provide a copy to a designated conduct email address of the Club.
 - d. If bad behavior and conduct violations are observed by a teammate, parent volunteer, Adult Rower, or another Coach, the person observing the behavior should discuss the observed behavior privately and confidentially with the Rower's Coach. The Rower's Coach will then meet with the Rower privately as soon as practicable and discuss the incident. Such incidents may still result in a "strike" for the Rower, and possible consequences, but that will be determined by the Coach, as a result of the Coach's meeting with the Rower.
 - e. It is understood that this Code of Conduct for Junior Rowers shall operate from the first day of Fall practice through and including the final Summer Sprint race, and any other time a Junior Rower is rowing or participating in an event where they are representing SLRC.

Conduct and Procedures for Adult Rowers and Adult Members (19+ years of age and/or all other memberships other than Juniors)

Adult Rowers and Adult Members must act and take actions with an eye to safety, mutual respect, courtesy and the overall welfare of the SLRC. Rowers and Members who fail to uphold the SLRC Code of Conduct may be subject to disciplinary action in accordance with Section 2.15 of the By-Laws, including possible suspension or expulsion. The SLRC Code of Conduct for Adult Rowers and Adult Members shall include the following principles:

1. **Put safety first.** Follow Club safety rules, including general procedures in and around the boathouse, on the docks and on the lake, including the Coxing Manual, special restrictions during cold weather, attention to heat danger, the presence of lightning and hazardous wind. Respect traffic patterns when on the lake and watch for others who may not. Use boat lights in cases of early morning or night time rowing. Row with coaches present, except in singles or doubles as defined in the Club Safety Rules.
2. **Treat equipment and facilities with utmost care.** Use Club equipment only as authorized by your coach. Make sure boat use is always recorded in the log book. Report any damage to equipment or facilities or equipment failure to a coach, and in writing. Keep the boathouse and surrounding areas neat and clean.
3. **Pay dues and fees on time, and complete other documents and Waivers and Conduct Pledges when requested.**
4. **Respect the rights, dignity and worth of every member.** Be welcoming and helpful to others. Don't discriminate based on age, disability, race, ethnicity, religion, gender or sexual preference. Harassment, bullying and the creation of a hostile environment is prohibited in all Club settings and online. Unfounded malicious or libelous remarks regarding the Club, its officers, employees or Members are not permitted. Act and take actions that demonstrate integrity and your commitment to protect the integrity of your teammates, fellow Members, and the Club in general.
5. **Volunteer.** SLRC relies on Members for boathouse cleaning, maintenance, fundraising, travel preparation, learn-to-row training, and more. It is expected that Members will volunteer 10+ hours per calendar year.
6. **Keep the welfare of the whole Club in mind** – and not just your boat, group of rowers, or team. Understand the needs and purpose of each program and how they interconnect. Take particular care to be a positive role model for Junior Rowers and get to know them and their parents to the extent possible.
7. **Comply with all laws and sport regulations on substance abuse.** Illegal consumption of alcohol and illicit drugs is prohibited at the boathouse, during practice and during regatta racing, and at any SLRC event. Use of performance-enhancing drugs and supplements must be in accord with the policies of U.S. Rowing. Prioritize good health and set a good example for others.
8. **Be a good sport on and off the water.** Be gracious in victory and defeat. Be courteous and thoughtful to teammates and Coaches during practice, and to teammates, Coaches, opponents, officials, volunteers and spectators at regattas. Help in the preparation for and at the conclusion of regattas, including preparing boats and equipment to be transported to and from regattas – plan your schedule accordingly. Follow through on your commitments, including regatta participation. Don't cancel except in cases of emergency or illness.

9. **Avoid conflicts of interest.** Don't use official Club channels to promote your personal or business, but unrelated, interests. Don't use or provide the Club Member list or contact information outside the Club without the express permission of the President or Board of Directors of the Club. Don't mix your personal or business interests with Club interests.

10. **When in doubt about appropriate behavior or expectations, ask a Coach or Board Member for guidance.**

Adult Rowers and Adult Members will be expected to sign and date an Adult Rower and Adult Member Conduct Pledge on an annual basis, as included in the Appendix to this Manual.