



ADULT ROWER CODE OF CONDUCT AGREEMENT

As an adult rower in the St. Louis Rowing Club, you agree to abide by and follow the rules and guidelines below:

Article 1: Maintaining a Positive Environment

1.1 I understand that the use of foul language or threats of violence towards anyone (coaches, SLRC club members including other athletes, officers and parents, officials, or spectators) will not be tolerated. I will not engage in any language or actions with the intent to initiate, hurt, intimidate, undermine, or humiliate anyone (coaches, SLRC club members including other athletes, officers and parents, officials, or spectators) I will not tolerate these acts from anyone (coaches, SLRC club members including other athletes, officers and parents, officials, or spectators). These acts shall be considered harassment and will result in the immediate removal from the practice or the event including virtual meetings.

1.2 I will not post on any social media site with the intent to initiate, hurt, intimidate, undermine, or humiliate anyone (coaches, SLRC club members including other athletes, officers and parents, officials, or spectators). The posting of negative, demeaning, or derogatory comments will not be tolerated. These acts shall be considered harassment and may result in the immediate removal from the club. Furthermore, if I see anything of concern from or about anyone (coaches, SLRC club members including other athletes, officers, and parents, officials, or spectators) on a social media site, I will immediately contact an SLRC board member.

1.3 I (and my guests) will not engage in any kind of unsportsmanlike conduct with anyone (coaches, SLRC club members including other athletes, officers and parents, officials, or spectators) such as booing, taunting or using profane language or gestures. I will maintain self-control at regattas, practices and other club events including virtual meetings.

1.4 I (and my guests) will be a positive role model for other rowers and encourage sportsmanship by showing respect for the rights, dignity and worth of everyone (coaches, SLRC club members including other athletes, officers and parents, officials, and spectators) regardless of age, disability, race, ethnicity, religion, gender or sexual preference, and I will demonstrate positive support for everyone at every regatta, practice or club event including virtual meetings.

1.5 I will not encourage any behaviors or practices that would endanger the health and well-being of anyone (coaches, SLRC club members including other athletes, officers and parents, officials, or spectators)

Article 2: Interactions with Coaching Staff and Board of Directors

Preamble: I recognize the expertise of the St. Louis Rowing Club Coaching Staff is the reason for the success of SLRC. I further recognize that the Coaching Staff must make difficult decisions about the proper approach to practice and competition and those decisions, once made, should be accepted as final and not challenged by athletes who might disagree with them. Therefore:

2.1 I will compete by the rules and resolve conflicts without resorting to hostility or violence. I will treat everyone (coaches, SLRC club members including other athletes, officers and parents, officials or spectators) with respect at all times.

2.2 I will never publicly criticize or yell at other athletes for making a mistake.

2.3 I will not become confrontational about decisions made by the coaching staff or the SLRC Board of Directors. Specifically, I recognize that the coaching staff working closely with the Board of Directors has absolute and final authority to determine:

- a) The manner and structure of practice,
- b) When and how and how often practices occur,
- c) Which SLRC owned equipment is used by each lineup at each practice,
- d) Placement of rowers and coxswains in lineups,
- e) Which regattas to compete in and which lineups will compete and in which equipment (shells and oars),
- f) Which rowers and coxswains make which or any squad,
- g) Which assistant coaches to employ over what time periods and practices to assist the lead coach and head coach,
- h) Which lead coaches coach which squads,
- i) How regattas are supported in terms of trailer loading and unloading, boat launch and retrieval support on and off the docks including gathering and retrieving of oars and equipment.

2.4 Unless the issue involves a question of immediate safety, I will follow the following steps when I disagree with the approach of coaching staff or Board of Directors:

- a) My first approach will generally be to work through the issue with my coach and seek guidance from them on how to resolve the issue. If no resolution is found in this manner I may;
- b) Raise the issue with the Head Coach for resolution. If no satisfactory solution is found at this step, then I may;
- c) Ask an SLRC board member to raise the matter at the next meeting of the Board of Directors which will not unreasonably refuse me the opportunity to be heard.

2.5 I will support the coaches and allow them to do their job by not coaching other rowers during regattas and practices. I will not openly question or confront coaches before, during or after regattas or practices.

2.6 If I am ever able to talk to coaches, other athletes, parents, or board members about any concerns, I will do so calmly and constructively with the aim of improving the team and SLRC as a whole, not just my personal circumstances.

2.7 I will promote the emotional and physical well-being of all athletes in all squads both junior and adult with the same or greater vigor than my own personal desires or needs including any individual desire to be in the fastest or best boats / lineups.

2.8 I will inform the coach of any physical disability, illness or injury that may affect my safety or the safety of others.

Article 3: Safety

3.1 I will follow all club safety rules, including general procedures in and around the boathouse, on the docks and on the lake, including the Coxing Manual

3.2 I will abide by special restrictions during cold weather.

3.3 I will be aware of heat related risks and signs in myself and others and notify a coach and or coxswain if needed.

3.4 I will look out for lightning and changing weather conditions including hazardous wind and inform the coxswain and or coach as needed.

3.5 I will respect traffic patterns when on the lake and watch for others who may not.

3.6 I will use boat lights in cases of early morning or nighttime rowing.

3.7 I will always row on the water with coaches present, except in special situations where the head coach and my squad coach has specifically granted permission to go out singles, pairs, or doubles outside of a coached session.

Article 4: Equipment

4.1 I will only use club equipment as authorized by my coach.

4.2 I will make sure boat use is always recorded in the log book. Reporting any damage to equipment or facilities or any equipment failures to my coach, and/or equipment@stlouisrowingclub.com in writing.

4.3 I will keep the boathouse including restrooms and surrounding areas neat and clean.

Article 5: Miscellaneous

5.1 I will pay dues and fees on time, and complete required Club documents and Waivers

5.2 I will volunteer as much as I am able recognizing that dues alone do not cover the cost of all the benefits of my membership. SLRC relies on members for boathouse cleaning, maintenance, fundraising, travel preparation, learn-to-row training, and more.

5.3 I will 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.

5.4 I will help in the preparation for regattas, including preparing boats and equipment to be transported to and from regattas – planning my schedule accordingly. Following through on my commitments, including regatta participation. I won't cancel except in cases of emergency or illness recognizing that my cancellation affects everyone in my lineup and possibly others who have made substantial commitments of their time and money.

5.5 I will avoid conflicts of interest. I won't use official Club channels to promote my personal agenda or business interests. I won't use or share the Club Member list outside the Club without the express permission of the President or Board of Directors of the Club. I won't mix my personal or business interests with Club interests.

5.6 When in doubt about appropriate behavior or expectations, I will ask a Coach or Board Member for guidance.

Article 6: Violations

6.1 I realize that if I violate this Code of Conduct, I may be subject to disciplinary action in accordance with Section 2.15 of the By-Laws, that could include one or more, but not limited to the following:

- a) Verbal warning by Head Coach and/or St. Louis Rowing Club Board
- b) Written Warning
- c) Rowing Suspension with written documentation of the incident retained by SLRC
- d) Club Suspension (Both on the water and off the water events)
- e) Permanent Club Expulsion