

## **Rochester Rowing Club**

### **CODE OF CONDUCT**

#### ***ARTICLE I***

##### ***Vision***

**1.1** To create an environment in which the organization's purpose/mission can be achieved, all members and employees must adhere to standards of conduct that support our core values. The purpose of the Rochester Rowing Club (RRC), per its Bylaws, is "(1) To grow the sport of competitive and recreational rowing in the state of Minnesota at the Junior and Adult levels; and (2) To encourage lifelong learning through reinforcing the values of perseverance, determination, fitness, cooperation, organization, time management and attention to detail. The RRC accomplishes this mission by developing the infrastructure needed for rowing in Rochester including: employee qualified coaches, both paid and volunteer; acquiring the necessary equipment; recruiting members; teaching athletes to row; and training, developing and supporting competitive teams for youth and adult age groups. The RRC's core values include: respect for others; cooperative effort; willingness to work to achieve the mission; desire to give back to the community; commitment to the safety of rowers and equipment; and love of the sport of rowing.

Phil Greipp's Vision for a successful club: - Break bread together

- Don't be afraid to try something new

- Remember it's all about the rowers - Help one another

#### ***ARTICLE II***

##### ***General for All Non-Voting Members***

**2.1** All Rochester Rowing members and employees are expected to adhere to all organization regulations, rules, policies, and standards. RRC members and employees shall also be held responsible by the Board for the conduct of their guests at RRC events and competitions. Accordingly, all RRC employees and members, and the guests of any organization members and employees shall:

- **2.1.1** Adhere to the RRC Bylaws, RRC Policy Manual and RRC Safety Manual;
- **2.1.2** Behave with appropriate decorum and represent the RRC in a positive manner;
- **2.1.3** Treat others with respect and courtesy;
- **2.1.4** Comply with the directions given by coaches and officials at events;

- **2.1.5** Safeguard and properly use RRC equipment as directed by coaches, staff members, and Board authorized volunteers; and,
- **2.1.6** Comply with all RRC regulations, rules, policies, and standards.

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Acts of conduct which, in the opinion of the Board, are injurious or detrimental to the good order, welfare, best interests, or character of the RRC, or at variance with the requirements of the organization's policies will not be tolerated.

Although it is not possible to list every type of prohibited conduct, examples of such misconduct include, but are not limited to, the following: physical or verbal (oral or written) abuse of a fellow member, an employee or a guest; discourteous and/or disrespectful treatment of coaches and staff; physical or verbal (oral or written) abuse of a member, employee or guest of other boat clubs or river organizations; discourteous and/or disrespectful treatment of other boaters, coaches, race officials and staff; damage to, destruction of, or misuse or theft of any property owned or used by the RRC, a fellow member, an employee or a guest; intentional falsification of the records including, but not limited to the payment of dues or fees; or defrauding, or attempting to defraud, the RRC.

### ***ARTICLE III Athletes***

**3.1** Additionally, all athletes (Adults and Juniors) shall:

- **3.1.1** Adhere to the RRC Policy Manual;
- **3.1.2** Arrive in a timely manner for practices, training sessions, and competitions;
- **3.1.3** Listen to and follow the instructions of the coaches, captains or coxswains when handling the equipment. Should an athlete not exercise due diligence and care in the handling of equipment, as determined by the coaches, the athlete may be referred to a Hearing Committee formed in accordance with this Code of Conduct, and the athlete may be dismissed from the RRC. In such cases of dismissal, the athlete's fees will NOT be refunded.
- **3.1.4** Comply with the uniform requirements established by the Board and the Executive Director;
- **3.1.5** Respond in a timely manner to communications from Board Officers, the Executive

Director, and the Coaching Staff;

**3.1.6** Treat all coaches, staff, and volunteers with respect (orally and in writing);

**3.1.7** Respect coaching decisions regarding boat/seat assignments;

**3.1.8** Comply with directions of any chaperones who have been assigned oversight of junior athletes on trips;

**3.1.9** Schedule appointments with coaches to discuss private or personal matters when necessary.

#### ***ARTICLE IV Parents of Junior Rowers***

**4.1** Additionally, parents of Junior Rowers, and their guests, shall:

**4.1.1** Adhere to the Rochester Rowing Policy Manual;

**4.1.2** Not disturb coaches and athletes, including their athlete(s), during regattas and other competitions;

**4.1.3** Respect the need for coaches and athletes to remain focused upon their competitive performance on the water, and the related tasks on land, during regattas and other competitions;

**4.1.4** Use the Parent Liaison and Advisory Board for questions about the program and the sport, and the RRC Board of Directors for questions or concerns about the Club;

**4.1.5** Respect coaching decisions regarding the formulation of line-ups and boat/seat assignments, and understand that such decisions are not appropriate topics for discussion with coaches;

**4.1.6** Not interrupt practices while they are being run;

**4.1.7** Schedule appointments with coaches to discuss private or personal matters regarding your athlete(s).