



## **Mile High Rowing Club – Member Code of Conduct**

### **Parent/Guardian Responsibilities**

Being a Mile High Rowing Club (MHRC) parent/guardian entails certain responsibilities. I agree that I will:

1. Read the article on the MHRC: Interaction with Coaches
2. Ensure that all forms and fees are delivered on time.
3. Take an active role in the MHRC volunteer program.
4. Respect that the coaches have full responsibility for training the participants.
5. Respect the coaches as the final authority on boat selection and rowing matters.
6. Remember coaches seek to create a positive experience for as many athletes as possible, some decisions may seem subjective, they are not personal.
7. Not distract the coaches before, or during, practice or races.
8. Attend all mandatory parent meetings.
9. Refrain from making disruptive or negative comments about any participants, coaches, the program, officials, or opponents. Lack of cooperation with this may result in my child and me being asked to leave the program.
10. Participate in all fundraising activities and in service activities.
11. Support my child and enjoy his or her growth and development through their commitment, dedication and teamwork.
12. Not, during the term of my membership with MHRC and for a period of 12 months thereafter, (without the express prior written consent of MHRC) directly or indirectly through others, solicit or induce any employee, independent contractor of the Club or any member of the Club to terminate their affiliation with MHRC.

### **Alcohol, Tobacco, and Illegal Substances**

The Mile High Rowing Club enforces a ZERO Tolerance Policy regarding the acquisition, use or possession of alcohol, marijuana, or any other illegal substance. Simply stated, this policy provides that any MHRC member who is found to have acquired, used or to have been in possession of alcohol, marijuana, or any other illegal substance at any time during an MHRC activity or official event will have his or her membership immediately suspended pending a termination proceeding before the MHRC Board of Directors.

This policy applies to all MHRC activities, including practices, regattas, and official MHRC social events. It also applies at all times during those activities, including from the time a member enters the Marina parking lot, boards a bus or plane, or enters the premises of an official

social event until such time as the member ceases to be engaged in the activity or event and has left the premises.

A termination for violation of this policy shall be effective for an indefinite period. In the event of a termination of membership as a result of this policy, the affected member will forfeit, without right of reimbursement, all membership dues and program fees. The member may subsequently re-apply for membership with the understanding that the decision whether or not to re-admit the member shall be solely within the discretion of Mile High Rowing Club Board. Unfounded, malicious reporting of violations of the above policy will result in the indefinite suspension of the guilty party/parties.

## **Participant/Rower Code of Conduct**

Participation in a crew program demands fitness, determination, strength, and a competitive instinct. It also bestows friendship, camaraderie, and an enormous sense of teamwork. It is with this in mind that the following Code of Conduct has been prepared.

1. I will adhere to the MHRC anti-bullying and sexual harassment policies ([www.mhrc.org/join-mhrc](http://www.mhrc.org/join-mhrc)) at all times.
2. I will pay the required dues and fees on time.
3. My family and I understand that if I am expelled from MHRC for disciplinary infractions, or if I quit the Team, I will forfeit any and all payments made.
4. I will participate in all mandatory MHRC fund raising events.
5. I will demonstrate support for coaches and fellow rowers and show team spirit at all MHRC events and competitions.
6. I will be responsible for the proper care and use of equipment.
7. I will pay for any equipment willfully or negligently damaged or lost. Removal of any equipment from the Marina without the approval of the head coach or board President is forbidden.
8. I will be punctual for practices and meetings and will comply with MHRC attendance policy.
9. I will participate fully in all the aspects of training.
10. My family and I understand that we are expected to volunteer our time for the MHRC program each year, and we promise to fulfill our obligations to help.
11. I understand that the use of alcohol, tobacco, or any illegal substances is unacceptable by participants and will not be tolerated.
12. I promise to conduct myself with decorum and good sense, to behave courteously, morally and considerately to all, and to refrain from vulgar language.
13. I will treat all teammates, opponents, coaches, officials, and parents with respect.
14. I understand theft at the Marina or at any MHRC activity will not be tolerated.
15. I will respect the authority and decisions of the coaches as well as that of chaperones and other appropriate authorities.
16. I realize that team goals come before my needs or desires.
17. My parents and I will observe the rules regarding transportation to and from away rowing events.
18. My parents and I understand that failure to let the coaches or any member of the MHRC Rowing Club Board know immediately if there is someone on the Team who is not adhering to the Participant Code of Conduct is in itself a breach of the Code of Conduct.
19. I shall not, during the term of my membership with MHRC and for a period of 12 months thereafter, (without the express prior written consent of MHRC) directly or indirectly through others, solicit or induce any employee, independent contractor of the Club or any member of the Club to terminate their affiliation with MHRC.

The Rower and the Parents/Guardians understand the rules and the possible disciplinary

actions for violations, which could range from a verbal warning to suspension or expulsion from the program.

## **Attendance Policy**

Coaches set up practice workouts based on a specific number of athletes in attendance. If an athlete fails to appear at practice or a race, last minute changes consume precious time, and if several athletes fail to attend, the result may be a canceled practice or a missed race for the rest of the team.

- Rowers and coxswains must arrive on time to practices, races, and any other scheduled MHRC event. Those who are late will not be boated.
- Consistent absence from practice is grounds for dismissal from the team.
- Parent/Guardian email notification at MileHighRowing2020@gmail.com may excuse an illness or injury.
- Written doctor's release forms may be required to return to practice after missing more than three days of practice due to illness or injury.
- Known absences such as family vacations and other standing commitments need to be sent to MileHighRowing2020@gmail.com at least two weeks prior to the absence for it to be considered for possible excusal.
- Three unexcused absences will be considered grounds for possible dismissal from the team or suspension from regattas. If proper notification of an athlete's absence is not received, the coach determines the penalty.
- Except for observed Religious Holidays, there are no scheduled holidays for crew practice. Any other days off are at the coaches' discretion. Try to schedule family vacations around practice or and race days. Attendance at practices is required during spring break.
- Participants are responsible for their own transportation, to and from the Marina for practices and in-state races. MHRC is in no way liable for any members or guests once they leave the Marina or race site after, or during, practices or races.
- Parents: please make sure you have made arrangements for your rower to be picked up on time at the end of practice.
- Participation in regattas is required and is a firm commitment of anyone who registers for our programs. Please refer to the guidelines for individual seasons for regatta requirements.
- IF AN ABSENCE IS UNAVOIDABLE, PARENTS SHOULD SEND AN EMAIL TO MileHighRowing2020@gmail.com. Email absence notices from rowers are not accepted unless a parent is copied on the email.

## **Grievance Reporting Procedure**

If any member wishes to report or questions the actions of another member, coach or staff member of the MHRC, they can promptly report the facts of the incident(s) and the name of the involved individual(s) to an MHRC staff member. The following is the proper procedure for filing a grievance:

1. Assistant Coach – A member’s Assistant Coach should be contacted first, and given the immediate opportunity to directly address the concerns that have been raised;
2. Head Coach – The Head Coach is the next point of contact if the Assistant Coach is unable to positively resolve the issue in question, or if it is uncomfortable working with the Assistant Coach;
3. President and the Board of Directors - This group will make a final determination of a dispute or grievance only if satisfactory results have not been achieved from the process outlined above.

### **Confidentiality**

All information shall be kept confidential to the extent reasonably possible to handle the issue. Witnesses and those interviewed shall be informed of the confidential nature of the issues, and shall be informed that it will be a violation of this policy to disclose the allegation or the nature of the subject matter to others and shall be subject to disciplinary action as defined in this policy.

**Retaliation Is Prohibited**

The initiation of an allegation will not subject the individual reporting the incident or witnesses to retaliation nor will it affect such person’s dealings with MHRC. It shall be a violation of this policy to engage in such retaliation. An allegation of retaliation shall be considered as a separate incident, shall be investigated, and shall be subject to disciplinary action as defined in this policy.

**Refund Policy**

All fees included in the program fee will be refunded for any athlete that is not admitted to the team as a result of tryout evaluations.

Once admitted to Mile High Rowing Club, all membership and program fees are non-refundable. Any rower wishing to withdraw from the season at any time will forfeit all membership, program, apparel and regatta fees paid.

**Acknowledgment and Understanding of the Code of Conduct**

The Participant/Rower and the Parents/Guardians acknowledge that they have read and understand the above stated Code of Conduct. By signing below, both the Parent/Guardians and Participant/Rower confirm their acknowledgment and understanding of the MHRC Member Code of Conduct:

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***Parent/Guardian Acknowledgment:***

Please write on the following Line “I have read and understand The MHRC Code of Conduct”

**Name (Please Print)** \_\_\_\_\_  
**Signed** \_\_\_\_\_  
**Date** \_\_\_\_\_

***Participant/Rower Acknowledgment:***

Please write on the following Line “I have read and understand The MHRC Code of Conduct”

\_\_\_\_\_  
**Name (Please Print)** \_\_\_\_\_  
**Signed** \_\_\_\_\_  
**Date** \_\_\_\_\_