



Code of Conduct

Everyone associated with Rowing Club of The Woodlands (RCTW) shall maintain a high standard of conduct, including responsible behavior and consideration for the safety and well-being of the public and all affiliations of RCTW. They shall treat each other, the equipment and facilities with respect, and shall display good sportsmanship both on/off the water, whether at Lake Woodlands or while representing the club at off-site events/regattas.

Participant shall confirm or ascertain the following Code of Conduct Statement:

- I will adhere to the published Rowing Club of The Woodlands Handbook and Lake Woodlands Safe Use Agreement
- I will promote the spirit and culture of rowing, and the reputation of RCTW
- I will show respect and consideration to others, fostering a safe, non-threatening environment
- I will place my safety and that of my teammates first
- I will improve our surrounding community and club by contributing my efforts, experience, and/or skills by volunteering at RCTW supported events
- I will affiliate with and support Rowing Club of The Woodlands at all competitions, including but not limited to, regattas and erg competitions

Any person associated with RCTW may be suspended from, removed from, or denied admission to the club, board or committee for cause, upon a decision by a two-thirds majority vote of the Board of Directors. Any dues paid will not be refunded. "Cause" shall include, but not limited to:

- Willful violation of published RCTW standard policies, rules, regulations, guidelines, or code of conduct
- Swearing and inappropriate gestures towards Directors, Officers, Coaches, Staff and Participants is not allowed
- Repeated unsportsmanlike behavior is not allowed
- Harassment or discrimination based on any characteristic protected by law
- The use of illicit drugs or alcohol before or during rowing
- Willful disregard of club property/equipment, personal property or equipment, or any property or equipment of RCTW tenants stored within or outside of RCTW property
- Behaving in a reckless manner, taking unnecessary risks, or acting in such a way that may place anyone at risk of injury or place property at risk of damage, e.g. drunk and disorderly conduct
- Engaging or encouraging conduct that is detrimental to RCTW or anyone associated with RCTW
- Engaging or encouraging conduct that would bring RCTW or the sport of rowing into disrepute
- Unfounded malicious or libelous remarks, or any actions that may impair the good reputation of RCTW or anyone associated with it
- Any actions that may impair the successful operations of RCTW programs
- Use of RCTW facilities or docks for any purpose deemed hazardous in the sole discretion of the RCTW organization
- Theft or dishonesty of any kind
- Unauthorized use and distribution of personal addresses, email addresses and phone numbers of anyone associated with RCTW, including but not limited to, intentional distribution of misinformation of any kind.
- Unauthorized use of RCTW branding, trademarks, copyright, and other property (information, reports, etc.), whether financial gain is realized or not
- Destroying, defacing, or damaging The Woodlands, Texas property maintained by RCTW
- Criminal conduct, mischief or unauthorized use in or on The Woodlands, Texas property maintained by RCTW
- Disregarding these directives or any directive from the RCTW Executive Director, a supervisor or coach

Participant Name/Signature _____ Date _____

Minor Participant's Parent/Legal Guardian Name/Signature _____

Reporting Procedure

Any and all complaints must be immediately reported to a supervisor, coach, or Executive Director in writing. If a coach or supervisor receives a report, they must immediately forward it to the Executive Director. Reports should include the name(s) of the complainant(s), name(s) of the individual(s) allegedly involved in the misconduct, and the type(s) of alleged misconduct. Reports or incidents warranting confidentiality will be handled appropriately, and information will be disclosed to others only on a need-to-know basis. The investigation will be completed and a determination regarding the alleged incident(s) will be made and communicated to the complainant(s) and to the person(s) accused.

Your concerns, complaints, and/or suggestions are taken seriously by RCTW and you will not suffer any type of adverse actions if you pursue a problem, complaint, or suggestion using this procedure.

Authority

RCTW Board of Directors grants our coaches and staff authority to enforce this Code of Conduct and all rules and regulations of the organization. We expect the staff to call attention to, and to correct, individual or group behavior that is not consistent with this Code of Conduct. All staff is entrusted with enforcing rules, policies, and procedures and they have the authority to discipline and ultimately remove participants whose behavior is inconsistent with these guidelines, with staff having followed RCTW procedures outlined in this document.