



Ann Arbor Rowing Club - CODE OF CONDUCT

The Ann Arbor Rowing Club (AARC) relies heavily on the relationships and interactions between the members of the club to meet its goal of rowing well and creating club/team camaraderie. To attain these goals, we adhere to three principles: Safety, Respect, and Kindness. Each member must conduct him/herself in a manner that is consistent with the principles of safety, respect, and kindness toward coaches, club members, equipment, and facilities.

SAFETY

AARC has policies in place to create an environment as safe as possible for all members: [Safety Rules](#). Of particular importance are rules governing the use of equipment without a safety launch AND rules governing use of equipment in potentially unsafe weather.

All members must read and abide by these policies in all interactions with club members and club equipment.

Additionally, to enable all rowers to clearly hear the commands of the coxswain and coach on and off the water, rowers will not talk in the boat or while the boat is being carried on land. The coxswain is in command of the boat. Once the coxswain calls rowers to enter the boat, there is no talking by anyone in the boat other than the coxswain, with only the following exceptions:

- If an immediate threat to safety (e.g., collision) is observed by a rower, the rower should alert others immediately.
- Communication between stroke seat and coxswain to assist in a safe and effective row, or communication between the coxswain and bow seat for safe steering and/or docking of the boat. In both cases, this communication will occur only at the request of the coxswain.
- During appropriate times (e.g., rest breaks, when the boat is still, or after a boat has docked and the rowers have exited the boat) provided that such talking does not interfere with communication by the coach (or safety launch) and coxswain, and provided that it does not violate other principles of this policy (as detailed, below).

KINDNESS AND RESPECT

Coaches & Members

Mutual respect between AARC coaches and members/rowers is expected at all times in all forms of communication. Members will abide by the decisions and requests made by coaches, as long as they do not compromise safety.

Equipment

AARC equipment is expensive and easily damaged. Before participating as a sweep and/or sculling rower with AARC, rowers agree to learn the proper way to carry the equipment, to put

boats in and take them out of the water and boathouse, and to enter a boat and to sit safely as a rower and as a coxswain.

Members

AARC consists of many members with varying levels of rowing abilities. Sweep rowing, in particular, is a team sport – no one rower should stand out; rowers within a boat should blend together to move the boat effectively.

To create the necessary environment to assist each member in developing his/her rowing skill, members must understand that a culture of kindness and respect must be created and maintained. To this end, rowers will not coach, or even offer helpful suggestions, to a teammate unless specifically asked, and rowers will not criticize a teammate with regard to his/her rowing abilities.

AARC expects that each member conduct themselves in a mature, responsible, and respectable manner. Each member is responsible for their words, actions and physical health to ensure a safe and supportive team environment. Members will:

- Refrain from using insulting, demeaning, sexually charged, vulgar, racially or ethnically intolerant and/or hostile language to or about coaches, AARC members, or other users of the river and boathouse area.
- Will not participate in any rowing activity under the influence of alcohol, or otherwise impaired.
- Will make known any physical limitations, whether from injury, chronic condition, or disability.
- Will respectfully hold themselves and others accountable to this Code of Conduct and immediately report any misconduct whether witnessed or suspected.

FAILURE TO COMPLY WITH THE AARC CODE OF CONDUCT

Anyone concerned that an AARC member has failed to follow the Code of Conduct has the opportunity to report the incident to the Conduct Review Board (CRB). A mechanism for reporting can be found on the AARC website (www.a2crew.com), or a written report can be sent to **safety@a2crew.com**

Upon receiving a report, the Conduct Review Board will:

1. Review the incident and determine if the incident warrants investigation.
2. If the CRB decides the incident warrants investigation, the chair of the CRB will contact the individual and discuss the reported incident. Any further discussions will include at least two members of the Conduct Review Board.
3. The description of the incident and a summary of the discussions will be reviewed by the full CRB, and on a case-by-case situation, the CRB will determine the outcome of the incident. Outcomes will range from:
 - No action, to

- Requesting that the member reflect on the concerning behavior and make an effort to change it, to
 - Suspension from club activities and/or use of boathouse facilities for a period of time* (e.g., 1 week, 1 month, 3 months), to
 - Termination of membership and expulsion from AARC*
4. Outcomes of CRB action can be appealed to the AARC Board for review and reconsideration.
- *Note that refunds for membership, program, rack or regatta fees WILL NOT be given upon suspension or termination of membership.*