



Code of Conduct

Athletic participation is a privilege. Team athletes represent, and are expected to conduct themselves in a manner that reflects positively, on their family, team, school, and community.

General Expectations

When a student chooses to participate, he/she voluntarily elects a course of self-discipline that is part of team membership. A participant is expected to demonstrate good sportsmanship and citizenship at all times, and to respect other participants, coaches, teams, and chaperones and spectators. Unsportsmanlike conduct, such as profanity or vulgar gestures, will not be tolerated, and a team athlete who commits a flagrant act of poor sportsmanship may be suspended from the team. The team can revoke, or restrict, the privilege of the participant if the student does not live up to the expectations and standards outlined below.

- Attend and take part in all scheduled practices and activities and observe all rules of water and boat safety at all times.
- If a team athlete cannot attend a practice or activity, the team athlete is responsible for informing the coach in advance.
- Accept and carry out the instructions of coaches, regatta staff, officials and chaperones.
- Possession, acquisition or consumption of alcohol or controlled substances (including vaping/tobacco), or the possession of weapons, at any Whitman Crew event are prohibited; they are also grounds for immediate dismissal from the team.
- Respect other people's possessions and property and refrain from activities that could cause damage to either, including Thompson Boat Center equipment and facilities. Team athletes are financially responsible for any damage that the team athlete may cause when disobeying the rules. Team athletes who observe property damage from a teammate should report that to their coach and otherwise can be held equally responsible.
- Respect for all individuals regardless of ethnic or cultural background, gender, sexual orientation, socio- economic status, religion, etc.
- Team athletes understand that if an altercation between two or more people occurs, all persons involved will be disciplined regardless of how the incident started.
- Team athletes understand that failure to comply with any aspect of the code of conduct will jeopardize future regatta participation and may result in disciplinary action, including suspension from practice and/or racing.
- There is to be no hazing activity or initiations of any kind. If hazing occurs, the team athlete perpetrators involved will be suspended indefinitely. If participation is widespread, the team may be suspended, or the schedule canceled. Allegations of hazing should be brought immediately to the attention of the Head Coach.

Whitman Crew complies with the USRowing Safe Sport Policy Manual, which identifies and describes misconduct, including hazing, bullying, harassment, emotional misconduct, physical misconduct, and sexual misconduct.

Parent and Guardian Expectations

Parents of team athletes work in partnership with the coaches and the board and are expected to behave respectfully and with good sportsmanship and citizenship at all times. This includes at practice, regattas, meetings, and in interactions and communications generally. Communication between parents, board members, and coaches should at all times be mutually respectful, as Whitman Crew believes in constructive cooperation for the betterment of the program.

It is the responsibility of the parents to engage with communication from Whitman Crew. This includes: attendance at kickoff meetings via Zoom in the fall, winter, and spring and to read email and communication (via Slack). Please reach out to the Whitman Crew Communication team to communicate email change or for assistance with Slack.

Communicating in a disrespectful manner is not constructive and can jeopardize the ability of the coaches and board to foster a safe and positive environment for the team. Parents who repeatedly engage in abusive communication or behavior to the coaches or board will be given a single written notification to refrain from continuing to do so before the coaches and board may consider and take additional actions, including but not limited to: a team athlete's pause from participation in practice, non-participation in a team athletic event, or suspension or dismissal from the team.

Travel Rules

On the Bus/Carpool:

- Team athletes will travel and stay with the group at all times.
- Seat belts must be worn when traveling by car/van.
- Team athletes are expected to clean up the bus/car upon arrival at the hotel, regatta site, and related event venues, and upon returning home.
- Team athletes are expected to respect teammates who may wish to sleep or study. Excessive noise, as determined by the chaperones, will not be tolerated.
- Team athletes are expected to comply with chaperones' requests and instructions. Arguing and/or ignoring a chaperone will not be tolerated. Chaperones are asked to obtain the names of noncompliant team athletes on the bus and notify the coaches upon arrival. If a behavioral situation persists on the bus, the chaperone should call the coach on his/her cell phone for further information.

At the Hotel:

- Team athletes are expected to remain in their rooms after "lights out" time, and will be subject to disciplinary action, including being asked to return home with their parents, if they do not.
- Team athletes are expected to be quiet and respectful of their fellow team athletes and other patrons at all times.
- Curfew time and "lights out" are determined by the coaches and enforced by parent chaperones.
- Male and female team athletes are not permitted to socialize in each other's rooms at any time. Socializing in hotel common areas, with coach and chaperone permission, is acceptable.
- Team athletes are not permitted to switch rooms once room assignments have been provided to the chaperones.
- No team athlete is permitted to leave the designated area without prior permission, and only when accompanied by another team athlete.
- If a team athlete does not abide by these rules, the Head Coach may decide to send them home at their parents'/guardians' expense. Team athletes further understand that any individual's failure to abide by these rules can jeopardize the entire group's participation at regattas, practices and in the future.

Penalties

Penalties may result from committing any of the above infractions or engaging in related misconduct. The authority to impose penalties rests with the Head Coach, in consultation with the Board.

- **Report:** If a team athlete is reported to have committed any of the above infractions or engaged in related misconduct, the team athlete and the team athlete's parents/guardians will be notified, and a meeting to discuss the matter may occur with the team athlete, team athlete's parents/guardians, and the Head Coach or members of the coaching staff at the discretion of the coach and board. The team Ombuds will also be informed and a joint or separate meeting with, and/or inquiry by, the team Ombuds, may also occur, which subsequently may also result in a meeting, including with a member of the Board.
- **Finding:** If a team athlete is found to have committed any of the above infractions or engaged in other misconduct, the team athlete may be required to issue an apology and/or the following penalties may be imposed:
 - **First Violation:** The team athlete will not be allowed to participate in Whitman Crew for a minimum of the next two consecutive team athletic events, such as regattas. The team athlete will still be allowed to practice with the team, with the coach's approval.
 - **Second Violation:** The team athlete will be dismissed from the team and will be excluded from all Whitman Crew participation for the remainder of that season.

Re-admission to the team in a subsequent season will depend on the circumstances that the athlete was asked to leave under and must be approved by the Head Coach and Whitman Crew Board.

- The Head Coach, in consultation with the board, may also discipline team athletes for other actions reported and found to be detrimental to the club that are not explicitly included above. Examples might include: profanity towards the coach, public actions or comments detrimental to the club, disruptive behavior at practices, conduct that is harmful to the culture of the team, or criminal activity not directly connected to rowing.
- The Head Coach, in consultation with a member of the board, reserves the right to immediately temporarily pause an athlete's participation in practice or team athletic event, including if determined to be required in the interests of the team athlete's safety or the safety of others.

Offenses do not have to occur during practice time or regattas to be addressed by the coaching group. Your coaches have a responsibility to act on any information that could be deemed dangerous or detrimental to the team and to the well-being of team athletes.

A team athlete dismissed from the team will forfeit dues paid, regardless of when the dismissal occurs.

Communication

Any general questions should be directed to your specific coach. Any requests to miss practice should be communicated by the team athlete to the specific coach with the head coach and parent(s) CC'd.

Regatta boating and selection are coaching decisions, which will be made fairly and transparently. Concerns or questions should be brought to the coaches by the team athlete.

Parents should encourage team athletes to communicate concerns to their coach and head coach following the procedures below:

If a team athlete has a concern/issue, the following steps should be followed in order:

1. Please speak to your coach about the issue/concern.
2. If step 1 does not resolve the issue/concern, please contact the head coach via email and CC your coach and parent or guardian, including requesting a meeting with the coach.
3. If step 2 does not resolve the issue/concern, please contact the team Ombuds at ombuds.whitman.crew@gmail.com. The team Ombuds serves the Whitman Crew

community as an independent resource for confidential communication. The team Ombuds may arrange a meeting; if so, both athlete and parent must be present.

4. If after step 3 the concern/issue has not been resolved, the team Ombuds may refer the matter to the Board President to set up a meeting with the Board President to address the concern/issue. The Board President may involve the team Ombuds, or another member of the Board, in that meeting.

5. Issues that involve allegations or issues where there is concern over team athlete safety or are of a sensitive nature, the Ombuds will serve as an independent avenue for report outside of the steps above (i.e. bypassing contacting the coach or board). The Ombuds will determine the next steps, which may include an investigation. This step is when contact with a coach or board member would compromise athlete safety, and should not be considered as a first contact otherwise.

We encourage that all initial contacts be made by the team athletes only. If the team athlete is uncomfortable doing so, then a parent can make contact. It is important to encourage team athletes to advocate and be responsible for their issues/concerns before parents become involved. The vast majority of issues should be able to be addressed by step 1.

If reporting a violation, please provide information including dates, times, names, and details, to allow for an inquiry to be conducted if warranted. The information will be treated confidentially to the extent possible to still conduct an inquiry, and retaliation for making a report is prohibited. You may communicate this information to your Coach. You may also communicate this information to the team Ombuds.

Any issues deemed serious enough by the head coach will always be communicated with at least one board member CCd.

THIS CODE OF CONDUCT APPLIES TO ANY ATHLETE ON THE TEAM — BEING PART OF THIS TEAM MEANS BEING PART OF A COMMUNITY WITH A COMMON GOAL, THEREFORE WE ARE REPRESENTING THE TEAM AT ALL TIMES. The Code of Conduct refers primarily to team conduct, however the team reserves the right to discipline athletes who commit egregious acts outside of team events that jeopardize the safety or reputation of the team. I ACKNOWLEDGE RECEIPT OF THE WHITMAN CREW CODE OF CONDUCT, THAT I HAVE READ AND UNDERSTOOD IT, AND I AGREE TO ABIDE BY ITS TERMS.

Student athlete signature: _____

Student athlete full name: _____

Parent or guardian signature: _____

Parent or guardian full name: _____

Date: _____

Issued by: Walt Whitman Crew Boosters, Inc. ("Whitman Crew")
