



## Code of Conduct

Bainbridge Island Rowing (BIR) is an inclusive and welcoming place. As a member of BIR, I understand that my behavior and conduct is a reflection of BIR. I understand it is a privilege and not a right to be a part of the team.

BIR has adopted both the [US Rowing SafeSport Policy](#) as well as its own [SafeSport policy](#) in accordance with guidance from the [US Center for SafeSport](#).

- I will show **respect** at all times towards those within the BIR community (teammates, coaches, coxswains, staff, parents, chaperones, volunteers), the boathouse, and equipment. See [BIR Member Expectations](#)
- I understand that **misconduct** will not be tolerated. I will not bully, harass, or abuse (sexually, physically, verbally, or emotionally) anyone, in accordance with all laws and SafeSport policy. This includes derogatory comments or gestures.
- I understand that I also represent BIR in my **online interactions** and that all SafeSport rules around bullying and harassment also apply in that domain.
- I will refrain from all **illegal activities** including but not limited to underage drinking and drugs at BIR sponsored activities.
- I understand that any items construed as **weapons** are strictly prohibited at BIR sponsored activities.
- I will complete the annual **SafeSport** training required by USRowing and BIR.

I understand that this list is not exhaustive and that any incidents will be handled on a case-by-case basis to determine the appropriate course of action.

### Disciplinary actions (*steps may vary depending on severity of incident*)

1. Verbal warning documented and shared with the SafeSport Coordinator.
2. Meeting with member, parents/guardians if applicable, Coach, and SafeSport Coordinator. Member will be suspended from all rowing and member privileges for up to two weeks.
3. Member privileges will be terminated for the remainder of the season; fees will be forfeited. The way forward will be determined by the Coach, Head Coach, member and parents/guardians if applicable.

### Reporting/Grievance Procedures

Report incidents of misconduct to BIR through the organization’s [Incident Report Form](#) and/or the SafeSport Coordinator ([safesport@bainbridgerowing.org](mailto:safesport@bainbridgerowing.org)).

Incidents of alleged sexual misconduct must be reported to local law enforcement (9-1-1) and [US SafeSport](#); (833-587-7233).



By signing below, I agree to this CODE of CONDUCT and understand that failing to comply will result in disciplinary actions as outlined above.

**Member Printed Name** \_\_\_\_\_

**Member Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

As parent(s)/guardian(s) of a BIR youth, I agree to uphold this code of conduct. By signing below I acknowledge my understanding of this code and the disciplinary actions set forth for failure to comply.

**Parent/Guardian Printed Name(s)** \_\_\_\_\_

**Parent/Guardian Signature(s)** \_\_\_\_\_ **Date** \_\_\_\_\_



## Expectations of Members

Since our founding in 2001, Bainbridge Island Rowing has managed to build not just our membership, but also BIR's internal culture and our external reputation. We ask all our members to read, remember and respect these basic tenets of the BIR community:

### 1. BIR is a membership organization

- BIR needs the talents, contributions, and ownership of all members.
- Active committee participation by all members is encouraged.
- Where differences of opinion arise, please respect BIR's processes for resolution.
- All members have a shared responsibility to contribute.
- No one speaks publicly on behalf of BIR, except as authorized by the Board.

### 2. Communication is essential

- BIR's ethos is "Seek first to understand, before seeking to be understood."
- Complaints should be respectfully addressed first to the issue's primary party/parties.
- If the issue is with BIR policies, please first address a coach or board member.
- Everyone is busy, with many responsibilities; their time must be respected.
- Members are encouraged to refrain from calling beyond 9:00pm for BIR purposes.

### 3. Mutual respect is expected

- Among BIR members and the BIR community at large.
- Such respect must be reflected in both words and deportment.
- We are a multi-generational organization; adults and juniors must treat each other with mutual respect.
- Building and maintaining a positive reputation is always important to BIR.
- Members should keep in mind that their actions reflect on BIR's position at large.
- All BIR members and coaches are always role models for new members of all ages.

### 4. Safety is paramount

- All established safety rules must be respected and observed
- Behavior on the water must be responsible at all times.
- Recklessness will not be tolerated and may result in suspension.
- Alcohol, tobacco and drug use are not compatible with safe rowing.
- As athletes using the public waterways, members must respect and observe the same protocols as all other boaters.

### 5. Boats, equipment, and facilities are important and expensive

- Responsible use is everyone's obligation.
- Members are required to report equipment damage or failure to the person in charge of the row so that prompt repair can be made.
- Please also let the person in charge of each row know if any expected items are missing or not as expected.

Meeting or exceeding these expectations ensures the growth of our Kitsap County rowing community and maintains the positive benefits for all the members of Bainbridge Island Rowing.

**Please remember – We Are All In This Boat Together.**