



East Bay Rowing Code of Conduct

At least one parent or guardian and the athlete must read, understand and agree to comply with all aspects of the code of conduct during the program season. All East Bay Rowing (EBR) participants are expected to pledge to adhere to the following Code of Conduct, which includes, but is not limited to, the terms listed below:

1. I will demonstrate good sporting behavior, minimally defined as:
 - showing respect for my teammates, coaches, officials, volunteers, other teams and spectators and acknowledge it is essential for competition and fair play
 - making best efforts to improve my understanding of the sport and my individual performance on the team
 - recognizing that my on-time attendance at all practices and races is critical to my as well as my teammates' experience on the team;
 - accepting and carrying out the instructions of the coaching staff promptly when asked; and
 - treating all equipment and property of both East Bay Rowing and its participants with care and refraining from any activity that may do damage to either. Theft, abuse or deliberate destruction of property is prohibited.
 - representing EBR as a steward of the sport of rowing on and off the water.
2. I understand that the expectation is that I will be at every practice and race on time, and that I will schedule all other appointments and obligations so as not interfere with practices and races. Coaches intend "on time" to mean that you arrive early. If due to unexpected illness or injury I am not able to attend a practice, I will notify my Coach by email or text no later than 7:00pm the night before, except for medical emergencies that arise after that hour in which case I will notify my Coach as soon as possible.
3. I understand that the expectation is that I arrive early to races in order to help unload and rig equipment and that I remain at races to support my teammates until all of the equipment has been de-rigged and loaded onto the trailer. Likewise, after racing, we will convene back at Walker to unload the trailer and re-rig the boats, and everyone is required to be there. Please plan your schedule accordingly. If you consistently miss de-rigging or rigging sessions, you will sit out at the next race.
4. I understand that my Coach has the authority to determine racing opportunities and line-ups based on their observations of my ability, attendance, attitude, effort, and/or adherence to this Code of Conduct.

5. I understand that if I am selected as a spare for a regatta, I will prepare as if I will be racing. Many times, there will be more rowers and coxswains than seats for any given race, so not everyone will race. Selection will be based on each athlete's contribution to boat speed (which includes fitness, strength and technical skill).
6. I understand that conduct which results in harm, potential for harm, or the imminent threat of harm (including bullying, cyber bullying, hazing, harassment, emotional misconduct, physical misconduct) will not be tolerated and is prohibited
7. I understand that the use of illegal drugs, controlled substances, alcohol, or tobacco is strictly prohibited within and/or outside of any practice facility (Walker Farm or Cutler), regatta, or EBR affiliated events is strictly prohibited. This includes, but is not limited to; at Walker Farm and Cutler Gym, at any event under the name of EBR or associated with the name of EBR, at regattas when representing EBR.
8. I understand that I will be cut from the team for persistent violations of this Code of Conduct, including missing or being late to practices or races (or both), as determined by my Coach at their discretion and in consultation with the Director of Rowing. Should multiple and/or severe violations occur, I understand that I risk being cut from the team and that I will not be entitled to any refund of the fee if the cut is made any time after the cutoff or drop date for refunds established by East Bay Rowing.

Consequences for violating this CODE OF CONDUCT, determined by the DOR and rower's Coach, may be, but are not limited to, the following:

1. Sitting out of races,
2. Verbal or written warning to rower and/or parents,
3. Suspension from the team,
4. Loss of eligibility and dismissal from the team without refund, and/or
5. Reporting to the appropriate authorities.

Signature (rower): _____

Signature (parent or guardian): _____

Date: _____



East Bay Rowing Values

EBR is a **fun, inclusive, and safe community** for all to experience the **joy** of rowing.

EBR is a supportive community that fosters **teamwork** and **inclusivity** across youth and adult rowers, families, and supporters.

EBR is a **steward** of our environment and the sport of rowing—we are responsible for leaving spaces and equipment better than we found them, and to **uplift the whole team and organization**; there's no "I" in EBR.

EBR provides the training, equipment, and team culture for the **growth** and physical/mental **wellbeing** of its rowers.

EBR is an organization rooted in **resilience, determination, and continuous improvement**.