

Station L Rowing Club

SAFESPORT Policy

PURPOSE

Station L Rowing Club (hereafter “Station L”) is committed to creating a safe and positive training environment for all participants.

As part of this commitment, in accordance with USRowing SAFESPORT policy, Station L strictly prohibits:

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct

DEFINITIONS

Misconduct - Conduct that results in harm, the potential for harm, or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: emotional, physical and sexual misconduct, bullying, harassment, and hazing.

Bullying - Bullying is an intentional, persistent, and repeated pattern of committing or willfully tolerating physical and/or non-physical behavior that is intended, or has the reasonable potential, to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate the targeted athlete(s) as a condition of membership. It includes any act or conduct described as bullying under federal or state law. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion. For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

Harassment - Harassment is a repeated pattern of physical and/or non-physical behavior intended to cause fear, humiliation, or annoyance; offend or degrade; create a hostile environment; or reflect discriminatory bias in an attempt to establish dominance, superiority, or power over an individual athlete or group

based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression, age, or mental or physical disability. It includes any act or conduct described as harassment under federal or state law.

Hazing - Hazing involves coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome, or dangerous activity that serves as a condition for joining a group or being socially accepted by a group's members. It includes any act or conduct described as hazing under federal or state law. Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Emotional Misconduct - Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behavior includes verbal and physical acts, as well as actions that deny attention or support. It also includes any act or conduct (e.g., child abuse, child neglect) described as emotional abuse or misconduct under federal or state law. Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline, or improving athletic performance.

Physical Misconduct - Physical misconduct involves contact or non-contact behavior that can cause physical harm to an athlete or other sport participants. It also includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, and assault).

Sexual Misconduct, including Child Sexual Abuse - Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct, or indirect authority. Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) further qualifies as sexual misconduct.

All forms of misconduct are intolerable and in direct conflict with the Station L SAFESPORT policy. Please reference the SAFESPORT website <http://safesport.org> for further explanation of the above forms of misconduct and specific examples.

Applicant Screening

Station L conducts interviews, reference checks, and background checks on all coaching staff members.

Education and Training

All Station L coaches, staff members, and Board members are required to complete the on-line SAFESPORT training at <http://training.teamusa.org>. All new Board members must complete the online SAFESPORT training before attending their first Board meeting.

Communication with Members

Annually, prior to the start of each competitive season, the Board Chair and Program Director will review this policy and ensure that it is communicated to the Board, employees, and members of Station L.

Reporting

Coaches, athletes, and volunteers must report abuse, misconduct, and policy violations to the club Board Chair or any Board member and, where applicable, appropriate law enforcement authorities. Failure to do so is grounds for disciplinary action.

Enforcement

Station L has adopted the following internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited as described in the previous section on prohibited conduct.

Any person who believes they have witnessed or been made aware of misconduct may file a grievance under this procedure. It is against policy for Station L to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

Grievances should be submitted to the Board Chair or any Board member as soon as possible after the events giving rise to the grievance. Delay may impact the ability to corroborate facts or take prompt remedial action. A complaint should be in writing, contain the name and address of the person filing it, and should state the problem or action alleged to be misconduct and the remedy or relief sought.

The Board will appoint one or more Board members or other appropriate individual(s) to conduct an investigation of a grievance. This investigation may be

informal, but the investigator(s) will make every attempt to afford all interested persons an opportunity to submit evidence relevant to the grievance. The Board Chair or an appointed Board member will maintain the files and records of Station L relating to such grievances and issue a written decision on the grievance no later than 30 days after its filing.