

LONDON ROWING CLUB
POLICY ON MEMBER CONDUCT

Membership in London Rowing Club (LRC), and participation in its activities, brings with it many benefits and privileges that are balanced by member and participant responsibilities and obligations.

This policy defines the parameters for these responsibilities and obligations, and thus identifies a standard for behaviour that is expected of all LRC members and participants. This policy also identifies the procedures to be followed when this standard is not achieved.

1. Application of this Policy

a) This Policy applies to all Members defined in the bylaws of LRC ('Members') as well as any individuals engaged in activities with LRC, including parents and spectators ('Participants'). This Policy applies to the conduct of Members and Participants at any LRC activities, programs and events.

2. Expected Standard of Ethical Conduct

a) LRC is committed to providing an environment in which all individuals are treated with respect. All Members and Participants of LRC are thus expected to:

- Demonstrate through words and actions the spirit of sportsmanship, sports leadership and ethical conduct;
- Treat others with respect and refrain from negative remarks or conduct;
- Care for and respect the property, assets and equipment of LRC;
- Avoid and reject the non-medical use of drugs or the use of performanceenhancing drugs or methods; • Consume alcohol and tobacco products responsibly in association with LRC social events;
- Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious;
- Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature that: is offensive and unwelcome; creates an intimidating and hostile environment; or can reasonably be expected to be harmful to participants in the sport environment;
- Refrain from any behaviour that constitutes hazing; and
- Comply at all times with the bylaws, policies, rules and regulations of LRC, comply with any contracts or agreements executed with or by LRC, and comply with any sanction imposed by LRC.

3. Types of Infractions

a) Failure by a Member or Participant to comply with the expected standard set out above may result in discipline and the imposition of a sanction. Infractions are divided into two types, minor infractions and major infractions, which are dealt with using different procedures.

b) Minor infractions are single incidents of failing to comply with the expected standards of conduct that generally do not result in harm to others, to LRC or to sport. Examples of minor infractions include, but are not limited to:

- Single instances of un-sportsmanlike conduct;
- Single instances of disrespectful comments or behaviour directed towards others;
- Single instances of non-compliance with the bylaws, policies, rules, regulations and directives of LRC.

c) All disciplinary situations involving minor infractions will be dealt with by the appropriate person having authority over the Member or Participant involved: this person may include, but is not restricted to, a coach, official, director, officer, volunteer or staff member. Penalties for minor infractions may include a verbal warning, written warning, request for an apology, service or other voluntary contribution to LRC, removal of certain privileges of membership for a designated period of time, and/or removal from the current activity.

d) Major infractions are instances of failing to achieve the expected standards of conduct that result, or have the potential to result, in harm to other persons, to LRC or to sport. Examples of major infractions include, but are not limited to:

- Repeated minor infractions;
- Intentionally damaging LRC property or improperly handling LRC monies;
- Pranks, jokes or other activities that endanger the safety of others;
- Deliberate disregard for the bylaws, policies, rules, regulations and directives of LRC;
- Conduct that intentionally damages the image, credibility or reputation of LRC;
- Behaviour that constitutes harassment, sexual harassment or sexual misconduct;
- Abusive use of alcohol, any use of alcohol by minors, use of illicit drugs and narcotics.

e) Major infractions will be reviewed and decided using the disciplinary procedures set out in this policy, except where a dispute resolution procedure contained within a contract or other formal written agreement takes precedence.

4. Reporting an Infraction

a) Any individual may report to a Representative of LRC a complaint of an infraction by a Member or Participant. Such complaint must be in writing and must be made within 14 days of the alleged infraction.

For the purposes of this Section, a 'Representative' is any person in a responsible volunteer or staff position within LRC.

b) Upon receiving a complaint, the Representative will provide it immediately to the President of LRC, or designate, if the President is not available or not able to act in this capacity.

c) LRC may determine that an alleged infraction is of such seriousness as to warrant suspension of the Member, or removal of the Participant, pending investigation, a hearing and a disciplinary decision.

d) Upon receiving a complaint of a major infraction, the President (or designate) will review the complaint and may:

- Dismiss the complaint if he or she considers it to be trivial or vexatious;
- Determine that the complaint does not fall within the jurisdiction of this policy, and refer it to the appropriate body having jurisdiction;
- Direct that the infraction be dealt with informally as a minor infraction; or
- Refer the matter to the Discipline Committee to deal with as a major infraction.

5. Disciplinary Procedures

a) The Discipline Committee is a LRCC committee composed of three persons, who are appointed by LRC to deal with the complaint. The Discipline Committee has an overall responsibility to ensure procedural fairness is respected at all times during the disciplinary process, and to carry out this process in a timely manner.

b) Depending on the circumstances of the complaint, the Discipline Committee may authorize an investigation into the alleged infraction.

c) The Discipline Committee will determine the format of the disciplinary process, which may involve an oral hearing in person, a hearing based on written submissions, or a combination of these methods.

d) The Member or Participant will be given reasonable notice of the format as well as day, time and place of the hearing; will receive a copy of the Investigation Report if an investigation was carried out; may be accompanied by a representative; and will have the right to present evidence and argument before the Discipline Committee.

e) After hearing the matter, the Discipline Committee will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be. The Discipline Committee will issue a written decision, including reasons, for distribution to the Member or Participant, the complainant and the President.

f) Where the conduct being reviewed by this policy is of a sensitive nature, the Discipline Committee and LRC will keep all proceedings under the policy confidential, except where publication is ordered as part of the sanction, is required by law, or is in the best interests of the public.

g) In fulfilling its duties, and with the approval of LRC, the Discipline Committee may obtain independent advice.

6. Disciplinary Sanctions

a) The following are examples of disciplinary sanctions that may be applied where it is found that a major infraction has occurred:

- Verbal or written warning;
- Require a verbal or written apology;
- Service or other voluntary contribution to LRC;
- Removal of certain privileges of membership;
- Suspension from certain LRC events or activities;
- Suspension from all LRC activities for a designated period of time;
- Expulsion from membership; and/or
- Publication of the disciplinary sanction.

b) It is understood that the above are representative penalties only, that they may be modified to fit the circumstances of the infraction, and that they are presented generally in order of severity.

7. Criminal Convictions

a) A Member or Participant's conviction for any of the following Criminal Code offenses will be deemed an infraction under this Policy and will result in expulsion from LRC (if the Participant is a Member) and/or removal from LRC programs, activities and events:

- Child pornography offences;
- Any sexual offences involving a minor;
- Any offence of assault involving a minor;
- Any offence of physical or psychological violence involving a minor; or
- Any offence involving trafficking of illegal drugs or substances

APPEAL POLICY AND PROCEDURE DEFINITONS

1. The following terms have these meanings in this Policy:

- a. "Appellant" – The Party appealing a decision
- b. "Days" = Calendar days including weekends and holidays
- c. "Parties" – The Appellant, Respondent, Case Manager, and any other individuals affected by the appeal
- d. "LRC Member" - all LRC Members and Participants, as defined in the by-laws, including but not limited to coaches, officials, athletes, team managers and team staff, regatta organizers, administrators, volunteers, staff and contractors of LRC.
- e. "Respondent" – The Party whose decision is being appealed.

PURPOSE

2. This document sets out the policy and procedure for appeals by any LRC Member who is directly affected by an LRC decision. It provides for an internal process and, in most cases, a final external process. The purpose of this Policy is to enable disputes with LRC Members to be dealt with fairly, expeditiously and affordably within LRC and without recourse to external procedures.

APPLICATION

3. Any LRC Member who is affected by a decision taken by LRC specifically with regard to that member by the Board, by any Committee of the Board or by any body or individual within LRC who has been delegated authority to make decisions in accordance with LRC's By Laws and governance policies, shall have the right to appeal that decision subject to the terms and conditions set out in this Policy below.

4. This Policy will apply to decisions by LRC relating to: eligibility, selection, conflict of interest, discipline, allocation of competitive opportunities.

5. For further clarity, this Policy will not apply to matters relating to:

- a. Matters of general application such as amendments to the LRC By Laws;
- b. LRC's operational structure and committee appointments;
- c. Issues of budgets and budget implementation;
- d. Employment matters or matters of operational structure or staffing or volunteer leadership opportunities;