

	<p style="text-align: center;">Code of Conduct All members</p>
	<p style="text-align: center;">effective 18 May 2024</p>

1. Purpose

Taupō Rowing Club (the Club) exists to provide all members the opportunity to row in a supportive environment and to the best of their abilities, whether that be to learn to row, socially row, or compete at the highest possible level. The Club aims to meet the reasonable needs of all its members, and this Code of Conduct Policy (Code) is to ensure the safety and enjoyment for all rowers. This Code outlines the expected behaviour of all members of the Taupō Rowing Club.

2. Application

As well as the Club's members, this Code extends and applies to the caregivers and/or guardians of all Club members under the age of 18 and all coaches and volunteers. All are to abide by this Code and to ensure that they represent themselves, and the Club, to the highest standard.

3. General Expectations

The Club is committed to encouraging members to act as role models within the Club environment to uphold the Club's values. The Club requires all members to:

- Be fair, considerate, and honest in all dealings with others;
- Behave in a professional manner relating to language, behaviour and punctuality;
- Not engage in any form of harassment, bullying or abuse towards others;
- Not participate in drug taking (including smoking, vaping, recreational or performance enhancing) or under age alcohol consumption;
- Treat the Club's equipment and facilities with care and respect;
- Respect the rights, dignity and worth of all participants regardless of their gender, sexual orientation, ability, cultural background and religion;
- Not participate in romantic activities while at club events;
- Only access the Club's resources (premises and/or equipment) when participating in Club rowing, i.e., the premises and equipment cannot be accessed for private coaching - that is by a coach that is not connected and/or has not been engaged by the Club for coaching purposes;
- Not accept any gifts from any supplier, sponsor, coach or the like, without consent of the Club Committee.
- Not engage in any behaviour that may bring the reputation of the Club into disrepute.

4. Social Media Expectations

All members using social media and Club online forums (such as Facebook, Instagram, Instant Messenger and Team Reach) for Club communications are expected to meet the following requirements:

- Must not contain material or comment that is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
- Must not contain material that may be considered inaccurate, misleading, or fraudulent.
- Must not contain material that is in breach of laws, Court Orders, undertakings or contracts;
- Should respect and maintain the privacy of others.
- Should promote the Club, its members and rowing in a positive way.

5. Regattas, training camps and other events

Members under the age of 18 at regattas, camps, events and the like are expected to behave in the following manner:

- Follow all notices published from race officials;
- Follow instructions of the Club's Captain, Coach, officials and parent helpers (as applicable) at all times, if reasonable and lawful;
- If camping, then to respect camping equipment provided and facilities.
- Girls and boys are to sleep in separate tents or designated areas (if communal arrangements)
- Assist in preparing meals, doing dishes, tidy up of camp and/or accommodation and the like;
- Take responsibility for self-hydration, sun protection and nutritional requirements during an event.
- To always report to School Captain or Coach of your whereabouts known and not leave the event early, without permission to do so;
- To take care of each other and look out for each other.

6. Equipment

The Club works hard to provide safe, and suitable equipment to meet the needs of all its members. This requires all members to:

- Treat equipment with care and respect at all times;
- Immediately raise any boating incidents or maintenance requirements in either the Club's system or to the Club Captain;
- Carefully follow instructions from persons in charge during boat loading and unloading;
- Participating in cleaning and maintenance activities and working bees as requested by the Club's officers.
- Not move the general storage location of equipment without the permission of the Club Captain.

7. Breaches of this Code

A fair and reasonable process to investigate and deal with a potential breach of this Code is important. In the event of a potential breach of the Code, an investigation will be initiated by the Committee and the following procedure will be followed:

- The member will be advised of the nature of the potential breach in writing by the Committee or by any designated person/s or body the Committee instructs;
- The member will be given the opportunity to seek independent advice and respond to potential breach;
- The Committee will determine whether this Code has been breached and will advise the member.

Where a breach of the Code has been substantiated following an investigation, disciplinary action may be taken by the Club Committee. Disciplinary action will vary dependant on the nature of the breach and could range from an informal warning, stand down periods through to termination of the member's Club membership or volunteer role at the club.

8. Procedure to report a breach of the Code

If you feel this Code has been beached by a fellow member of the Club, then you are advised to discuss this with a member of the Club's Committee. If you are under 18, it is advised that you may speak to a parent/guardian/caregiver who in turn can contact a Committee member.

I hereby agree to this code

Rower

Guardian (if under 18)

Guardian (if under 18)

Date

Date

Date