



## **Ann Arbor Rowing Club – CODE OF CONDUCT**

The Ann Arbor Rowing Club (AARC) relies heavily on the relationships and interactions between the members of the club to meet its goal of rowing well and creating club/team camaraderie. To attain these goals, we adhere to three principles: Safety, Respect, and Kindness. Each member must conduct themselves in a manner that is consistent with the principles of safety, respect, and kindness toward coaches, club members, equipment, and facilities.

### ***SAFETY***

AARC has policies in place to create an environment as safe as possible for all members: [Safety Rules](#). Of particular importance are rules governing the use of equipment without a safety launch AND rules governing the use of equipment in potentially unsafe weather.

All members must read and abide by these policies in all interactions with club members and club equipment.

Additionally, to enable all rowers to clearly hear the commands of the coxswain and coach on and off the water, rowers will not talk in the boat or while the boat is being carried on land. The coxswain is in command of the boat. Once the coxswain calls rowers to enter the boat, there is no talking by anyone in the boat other than the coxswain, with only the following exceptions:

- If an immediate threat to safety (e.g., collision) is observed by a rower, the rower should alert others immediately.
- Communication between stroke seat and coxswain to assist in a safe and effective row, or communication between the coxswain and bow seat for safe steering and/or docking of the boat. In both cases, this communication will occur only at the request of the coxswain.
- During appropriate times (e.g., rest breaks, when the boat is still, or after a boat has docked and the rowers have exited the boat) provided that such talking does not interfere with communication by the coach (or safety launch) and coxswain, and provided that it does not violate other principles of this policy (as detailed, below).

---

### ***KINDNESS AND RESPECT***

#### ***Coaches & Members***

Mutual respect between AARC coaches and members/rowers is expected at all times in all forms of communication. Members will abide by the decisions and requests made by coaches as long as they do not compromise safety or otherwise violate club policies.

#### ***Equipment***

AARC equipment is expensive and easily damaged. Before participating as a sweep and/or

sculling rower with AARC, rowers agree to learn the proper way to carry the equipment, to put boats in and take them out of the water and boathouse, and to enter a boat and to sit safely as a rower and as a coxswain.

### *Members*

AARC consists of many members with varying levels of rowing abilities. Sweep rowing, in particular, is a team sport, and everyone on that team should treat each other with equal respect and fairness.

To create the necessary environment to assist each member in developing their rowing skills, members must understand that a culture of kindness and respect must be created and maintained. To this end, rowers will not coach or even offer helpful suggestions to a teammate unless specifically asked, and rowers will not criticize a teammate with regard to their rowing abilities.

AARC expects each member to conduct themselves in a mature, responsible, and respectable manner. Each member is responsible for their words, actions, and physical health to ensure a safe and supportive team environment. Members will:

- Refrain from using insulting, demeaning, sexually charged, vulgar, racially or ethnically intolerant, and/or hostile language to or about coaches, AARC members, or other users of the river and boathouse area.
- Not participate in any rowing activity under the influence of alcohol, drugs, or otherwise impaired.
- Make known any physical limitations, whether from injury, chronic condition, or disability.
- Respectfully hold themselves and others accountable to this Code of Conduct and immediately report any misconduct, whether witnessed or suspected.

---

## **CONDUCT REVIEW BOARD**

The purpose of the Conduct Review Board (CRB) is to ensure that all members of AARC have a safe reporting mechanism for any failures of safety, respect, or kindness. The CRB will review members' submitted concerns and identify any that violate the club's Code of Conduct. The CRB will then review the details of reported incidents and make recommendations for appropriate responses to such incidents.

The CRB comprises 3–5 AARC members and is overseen by a member of the AARC Board of Directors. To learn more about the incident review process and how to submit a report, refer to the next section.

## **FAILURE TO COMPLY WITH THE AARC CODE OF CONDUCT**

If you believe an AARC member has violated our Code of Conduct, please report the incident to the Conduct Review Board (CRB) using one of the methods below. All reports are handled confidentially and investigated promptly.

**1. Online Report Form:**

Complete our [Online Report Form](#) to submit your incident report electronically.

**2. Downloadable Incident Report:**

Alternatively, download the [Incident Report PDF](#), complete it, and send it to the CRB Chair at [CRB@a2crew.org](mailto:CRB@a2crew.org).

*Important: If you are reporting an incident involving **coaches**, please indicate that the report involves a coach so the matter can be escalated appropriately and managed with input from the director and executive board. If you are unsure about the individual's status, please note that in your report.*

### **Possible Outcomes of a Conduct Review:**

Depending on the nature of the reported infraction, the CRB may determine one or more of the following actions:

- **No Action Required:**

If the investigation does not substantiate the claim.

- **Request to Change Behavior:**

A verbal or written reminder to adhere to our Code of Conduct.

- **Suspension:**

Temporary suspension from club activities and/or use of boathouse facilities.

- **Termination of Membership:**

In cases of severe or repeated violations, membership may be terminated.

*Note: Refunds for membership, program, rack, or regatta fees will not be provided upon suspension or termination.*

- **Additional Training or Education Requirements:**

The member may be required to participate in further training or educational programs.

**For additional questions, please contact the CRB Chair at [CRB@a2crew.org](mailto:CRB@a2crew.org).**

Thank you for helping us uphold the values of safety, respect, and kindness within our community.