



## CODE OF CONDUCT AND ATHLETE'S AGREEMENT July 2016

### 1. Code of conduct

(i) The aim of the Code of Conduct is to provide a framework that Leander Club may use to maintain satisfactory standards of conduct, to encourage improvement where necessary, and to offer a framework for disciplinary action against an athlete or the parent of a junior athlete<sup>1</sup>.

(ii) Athletes should at all times maintain professional and responsible standards of conduct. This should include:

- operating within the framework of the Club Rules, Leander Athlete Guidance and, where appropriate, British Rowing's Code of Conduct:-  
<http://www.britishrowing.org/upload/files/Association/Welfare/BritishRowingWG1.4.pdf>
- Leander Club believes in clean sport, adhering to the world anti-doping code, British rowing anti-doping policy and Leander Club's no supplementation policy, refer to  
<https://www.leander.co.uk/rowing/>  
<https://www.britishrowing.org/about-us/governance/anti-doping/>
- taking reasonable care of health and safety of other members and third parties
- complying with reasonable instructions given by Club officials and by other officials, for example, race officials.
- acting at all times with respect for others, in good faith and in the best interests of the Club.

(iii) Examples of failure to comply with the Club's code of conduct (normally regarded as misconduct) include:

- minor breach of Club policies.
- refusal to follow instructions e.g. from a Club or race official.
- obscene language or other offensive behaviour.

(iv) Examples of a serious breach of the Club's code of conduct include:

- unlawful discrimination or harassment
- physical violence or bullying
- bringing the Club into serious disrepute
- causing loss or damage or injury through serious negligence
- theft or fraud
- serious breach of health and safety rules and misuse of safety equipment
- serious breach of confidence

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<sup>1</sup> A junior athlete is anyone under the age of 18.

- serious breach of Club or British Rowing policies and procedures
- use of banned or illegal substances
- unauthorised use or disclosure of confidential information.

These lists are not exhaustive, and are intended as a guide.

## **2. Safeguarding children and vulnerable adults**

The Club is committed to helping everyone in rowing accept their responsibility to safeguard children and vulnerable adults from harm and abuse. In discharging its responsibility for the welfare of the children in its care, the Club will act in accordance with British Rowing's policies and procedures:-

<http://www.britishrowing.org/about-us/policies-guidance/safeguarding/safeguarding-and-protecting-children-policy/>

## **3. Anti-bullying policy**

The Club had adopted British Rowing's model anti-bullying policy, set out at:-

<http://www.britishrowing.org/upload/files/Association/Welfare/BritishRowingWG1.1.pdf>

## **4. Raising concerns**

If you have a concern about the Club's code of conduct not being adhered to in respect of yourself or other athletes in the Club, please raise it with the Club's Welfare Officer, a regular member of the coaching team, or an Officer of the Club. The person with whom you raise a concern should ensure that any reasonable concern with respect to a possible failure to adhere to the code of conduct is followed up appropriately.

## **5. Disciplinary and grievance procedure**

### Policy statement

The aim of the Disciplinary and Grievance Procedure is to provide a framework within which the Club can work with its athletes to maintain satisfactory standards of conduct and to encourage improvement where necessary.

It is Club policy to ensure that any disciplinary matter is dealt with fairly and that steps are taken to establish the facts. Disciplinary action should not be taken against an athlete, or parent of a junior athlete, without him/ her being provided with the following:

- written statement of the allegations.
- a hearing before any decision is reached.
- the right to an appeal hearing.

### Formal process

The formal process should follow the 'British Rowing Guidelines on Grievance and Disciplinary Procedures in Rowing' as set out at <http://www.britishrowing.org/wp-content/uploads/2015/09/BR-Grievance-Guidelines-Amends-with-flowchart-v2-2013.pdf>

Following an investigation, if it is considered that there are grounds for disciplinary action, the individual concerned must be informed in writing of the allegations made against him/her and the basis of the allegation.

This usually includes:

- a summary of the evidence gathered during the investigation.
- documents to be used at the hearing.
- any witness statements to be used at the hearing, except where the witness' identity is to be kept confidential, in which case the individual will be provided with as much information as possible whilst maintaining confidentiality.

## **6. Being an athlete at Leander Club**

Athletes at the Club will abide by the Rules of the Club and the sport of rowing.

If it is considered by the Club Committee that an individual becoming or continuing as an athlete at the Club would be detrimental to the aims and objectives of the Club, by virtue of conduct or character likely to bring the Club or the sport of rowing into disrepute or for some other similar good cause, the Club Committee shall be entitled to refuse or withdraw such participation. In doing so the Committee shall provide full reasons for its decision and grant a right of Appeal to the athlete.

## **7. Declaration**

Each athlete upon joining the Club shall sign the following declaration:-

Name: \_\_\_\_\_

Upon acceptance as an athlete at Leander Club I understand that rowing is undertaken at my own risk. I confirm that (i) I have read and understood the Code of Conduct and other policies and procedures set out above, and (ii) I do not suffer from any disability or medical condition which may render me unfit for strenuous exercise.\*

I also confirm that I am able to swim a minimum of 50 metres in clothing.

Signed: \_\_\_\_\_

Parent/Guardian (if under 18): \_\_\_\_\_

Date: \_\_\_\_\_

\*Should a medical condition exist, this will not necessarily preclude you from participation, but it must be declared. Should you be in any doubt, advice should be sought from your family doctor.