



ATHLETE'S CODE OF CONDUCT AND ATHLETE'S AGREEMENT

January 2019

1. Athlete's Code of Conduct

The aim of the Athlete's Code of Conduct is to provide a framework that Leander Club may use to establish and to maintain satisfactory standards of conduct, to encourage improvement where necessary and to set in place procedures for dealing with grievances or disciplinary issues where appropriate. It is recognised that Leander Club operates a high performance programme for athletes in its squads and, accordingly, its resources are focused on enabling eligible athletes to maximise their performance.

2. Rights of Individuals

Everyone in a high performance programme at Leander has the right:

1. to participate in Rowing
2. to enjoy safe participation in rowing without fear or harassment
3. to be respected and treated as individuals at all times
4. to receive support for their individual needs
5. not to be pressurised to train or compete
6. to be communicated with in a manner which reflects respect and care
7. to be treated in accordance with British Rowing Regulations, Rules and Policies
8. to enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity
9. to challenge discrimination in whatever form it takes
10. to enjoy an environment free of sexual harassment, sexual abuse and any behaviour that could be construed as abuse
11. to make a complaint, and to be heard and have their complaint acted upon in accordance with the disciplinary and grievance procedure of British Rowing.

3. Code of Conduct for All Participants

All individuals must understand that their own competitive aspirations or those of other members of the rowing community do not ever justify failure to promote and follow British Rowing's Code of Conduct, Regulations, Rules and Policies.

All individuals should:

1. adhere to the letter and the spirit of British Rowing Codes, Regulations, Rules and Policies, and those of Leander Club, an Event or relevant organisation;
2. be aware of and follow the policies and procedures in place to ensure the health, safety and well-being of all individuals in Rowing;

3. follow the directions of coaches, umpires and officials of a Club, Event or relevant organisation;
4. be a positive role model at all times;
5. act in a sportsmanlike way during training and competition;
6. not act in any way that would result in an actual or potential conflict of interest.

All individuals must:

7. comply with the British Rowing Anti-Doping and Integrity Policies, embracing Leander Club's belief in clean sport;
8. not allow any form of behaviour that might violate the British Rowing Anti-Doping and Integrity Policies to go unchallenged and to adhere to Leander Club's no supplementation policy;
9. not engage in acts of verbal or physical abuse;
10. respect the rights, dignity and worth of other Participants, and not discriminate;
11. not allow any form of discrimination or victimisation to go unchallenged;
12. not engage in bullying or any other behaviour that could reasonably be viewed as inappropriate;
13. avoid inappropriate relationships which involve one person having a position of authority or influence over another;
14. not carry out any acts for the purpose of cheating or the manipulation of competition.

4. Breaches of the Code of Conduct

- (i) Examples of failure to comply with the Athlete'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.

- (ii) 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;
 - 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.

Any significant or repeated breach of this Code of Conduct may be investigated under the appropriate disciplinary or grievance procedure. Reports or complaints should be made in the first instance to the Club Welfare Officer or another appropriate Club Officer.

5. Anti-bullying policy

The Committee and Officers of Leander Club are committed to providing a caring, friendly and safe environment for all of our Members so they can train in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Leander.

If bullying does occur, all rowers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *telling* club. This means that anyone who knows that bullying is happening is expected to tell the Club Welfare Officer or appropriate Club Officer.

The Club has adopted British Rowing's model anti-bullying policy:-

- British Rowing website - search for 'Guidance Documents'

6. Safeguarding children and adults at risk

The Club is committed to helping everyone in rowing accept their responsibility to safeguard children and adults at risk 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:-

- British Rowing website - search for 'Guidance Documents' and then for 'Safeguarding'.

7. 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:-

- (a) the Club's Welfare Officer,
- (b) a regular member of the coaching team, or
- (c) an Officer of the Club - President, Chairman, Hon. Secretary or Hon. Treasurer.

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.

For informal advice and guidance you should contact your Athlete Support Contact.

Contact details for the Club Welfare Officer and for Club Officers are shown on the athletes' Notice Board.

8. Grievance and Disciplinary Procedures

Policy statement

The aim of the Grievance and Disciplinary Procedures 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. These procedures also encompass the parents of junior athletes (a junior athlete is anyone under the age of 18).

It is Club policy to ensure that any grievances or disciplinary matters are dealt with fairly and that steps are taken to establish the facts. No actions should be taken against any individual, any athlete or any parent of a junior athlete, without him/ her being provided with the following:

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

Process

The process will follow the British Rowing Guidelines on Grievance and Disciplinary Procedures in Rowing:-

- British Rowing website - search for 'Grievance and Disciplinary'

The Officer receiving a complaint should consider carefully the most appropriate method of dealing with that complaint. This might be through informal discussions with the parties concerned, or through a more formal hearing. It is important that there is clarity about the procedure to be followed whatever course of action is proposed and that all parties are made aware of the procedures and process that will be put in place.

These procedures recommend that informal discussion is tried, if appropriate, before a formal hearing procedure is implemented.

9. Powers of the Committee

Athletes at the Club are required to 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 to withdraw, such participation. In doing so the Committee shall provide full reasons for its decision and grant a right of Appeal to the athlete.

10. 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 and training 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.