



ORILLIA ROWING CLUB

P.O. Box 981, ORILLIA, ONTARIO L3V 6K8

EMAIL: INFO@ORILLIAROWINGCLUB.COM

WEBSITE: WWW.ORILLIAROWINGCLUB.COM

Policy: Code of Conduct

Approved: May 13, 2019

Latest Annual Review: April 20, 2020

All club members (from all membership categories) are expected to adhere, as a condition of membership, to the following Code of Conduct. Violation of the Code may lead to termination of membership without reimbursement in whole or in part.

Members have a responsibility to:

1. Practice good sportsmanship at all times,
2. Treat other members, coaches, competitors, race officials, volunteers, and spectators, as well as the equipment, with respect and courtesy,
3. Adhere to the Club Policies, including Posted Rules, or accept penalties, that the Board of Directors deem appropriate,
4. Be responsible for their own safety and the safety of others,
5. Obey regulations and instructions from club coaches and race officials,
6. Refrain from the use of abusive or profane language,
7. Refrain from the harassment of any individual or engaging in any unwelcome visual, verbal, or physical conduct; (please refer to club's Harassment Policy)
8. If harassment by others is observed, members are expected to take appropriate intervening action. This may include, but not limited to notifying the coach and/or club executive. (Please refer to the club's Harassment Policy)
9. Consistently display high personal standards and project a favourable image of the sport and of the club
10. Pay membership dues on a timely basis

Breach of Code of Conduct:

The Board of Directors shall have the primary responsibility for investigating an alleged breach of the Code of Conduct of the Orillia Rowing Club (ORC) and take the appropriate actions.

If it is decided that individuals are not adhering to the above guidelines, the following actions may be pursued:

- a. Termination of club membership with either partial or no reimbursement of membership fees.
- b. Termination of individual's participation in the given event.
- c. Removal of the individual's right to compete in future related events



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- d. Giving the individual a reprimand.

The definition of “cause” shall be at the Board’s sole discretion. The Board will allow the charged member to present a written appeal of a membership decision in person with a representative, should the member so choose, and the Board shall consider such appeals in strict confidence. The Board may, at its discretion, issue a Letter of Warning to the offending member, identifying the offending behaviour and any penalties required.

Appeals Procedure:

To appeal a disciplinary decision, individuals should apply in writing to the Board of Directors of the Orillia Rowing Club (ORC) within thirty (30) days of the decision. A committee formed of members from both the Board of Directors and the general membership shall hear all appeals.