



# Duluth Rowing Club

## Code of Conduct

### **Respect Individuals**

Be civil to one another. There will be no use of profanity, vulgar language, racial slurs, or sexually demeaning comments in the boathouse. The Duluth Rowing Club boathouse is a place to gather where everybody works as one and is treated equally.

### **Recognize People for their Contributions**

People should be praised for their good work; this includes shaking of hands after a row and complimenting other rowers on a job well done. If their performance is poor, it should be handled privately with constructive criticism and without negative reinforcement.

### **Operate with Honesty and Integrity**

Honesty means that we are truthful to one another and always tell the complete story. Integrity means that everyone works together towards a common goal.

### **Promote Fairness and Trust**

Everyone shall be treated fairly with an equal chance to succeed. Trust is earned within the Duluth Rowing Club boathouse by acting honestly, truthfully, and respectfully towards one another. Trust is earned, not given.

### **High Performance Organization**

Everyone needs to contribute to the club equally. While at the club, we need to be working on things that are important to the club and not focusing on things that are for our own well being solely. We need to be productive, hard working and organized while at the boathouse and regattas.

### **People are Empowered to do their Best**

People are taught the skill and given the equipment that is needed. To go above and beyond is the choice of the individual; don't expect the members of Duluth Rowing Club to push you to success.

### **Regatta / Boathouse Behavior**

There is a ZERO tolerance policy for underage drinking and use of tobacco at all club sanctioned events; whether it is in the U.S. or another country. The drinking of alcoholic beverages at Duluth Rowing Club sanctioned events where junior rowers are present is not allowed by anyone of any age. The drinking of alcoholic beverages on Duluth Rowing Club property is not allowed by anyone of any age. There shall also be no use of illegal drugs whatsoever. Anything else deemed hurtful or inappropriate towards one or others, will not be tolerated.

Failure to follow these codes of conduct will be dealt with by the Duluth Rowing Club coach and officers, and may include suspension of rowing privileges and dismissal from the Duluth Rowing Club.

These rules are in effect not only at the Duluth Rowing Club boathouse and its surroundings, but also at all regattas in the U.S. and other countries. They are also in effect at all boathouse / rowing events. They are in effect from the time you enter the premises of the Duluth Rowing Club or any other boathouse, until the time you leave the premises.