

Grafton Rowing Club

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CODE OF CONDUCT

All members of Grafton Rowing Club (GRC) are registered with Rowing NSW (RNSW), and as such are bound by the RNSW Code of Conduct in its current form, and any revision that may, from time to time, be adopted.

ACKNOWLEDGEMENT

The Club acknowledges that many of the provisions of this Code are identical to provisions in the RNSW Code of Conduct (Code) with minor change to reflect the need for guidance at club level. The Club has set out these provisions for the sake of uniformity and ease of reference for persons to who this Code applies.

When substituting Grafton Rowing Club (GRC) for Rowing New South Wales (RNSW) in the Code GRC acknowledges the origin of the policy.

PURPOSE

The purpose of this Code of Conduct is to declare the type of behaviour which is encouraged by GRC. This is the behaviour GRC is seeking to promote and encourage all Club members, supporters, and spectators to adopt.

In addition to this Code, we have listed some examples of behaviour which shall be deemed by the GRC committee to be 'conduct unbecoming' or conduct not in the interests of GRC and the promotion of its objects'.

By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Committee offers clear direction in the area.

KEY PRINCIPLES

1. GRC seeks to operate in an environment where people show respect for others and their property. Respect is defined as consideration for the well-being of another's body, emotions, and possessions, to ensure no damage or deprivation is caused to any of them.
2. GRC seeks to operate in an environment which is free from harassment. Harassment is defined as any action directed at an individual or group which creates a hostile.
3. GRC seeks to operate in a non-discriminatory environment. This means that everyone has an equal opportunity and receives a fair go in accordance with the law and GRC's Constitution, rules, and guidelines.
4. Persons to whom this Code applies acknowledge and agree to comply with the grievance procedures adopted by GRC. If disciplinary action is taken, persons directly affected shall be afforded the opportunity to participate in those proceedings and to appeal against a penalty.

KEY ELEMENTS

Each person who is bound by this Code shall:

1. Not act in a manner unbecoming, or contrary to the interests of GRC.
2. Treat people involved in rowing courtesy, respect and proper regard for their rights and obligations.
3. Treat club property and another person's property with respect and consideration to its value.
4. Demonstrate a positive commitment to the Club's constitution, policies, and rules.
5. Not misuse funds or property belonging to third parties.
6. Respect the confidentially or information which comes to that person in the course of duty or association.
7. Uphold and not injure or compromise, the standing and reputation of GRC and of rowing. Assist fellow club members as necessary, and promote safe practices, both on and off the water.

GRC Code of Conduct – Unsuitable Behaviour

This list describes examples of behaviour each of which constitute unsuitable behaviour, and is not in the best interests of sport, and is a breach of the GRC Code of Conduct. The Committee will investigate this.

1. **‘Sledging’** other rowers, scullers, coaches, officials, committee members or visiting personnel. Sledging is defined as a statement which is deemed to denigrate and/or intimidate another person.
2. Excessive use of alcohol, acting in a way that becomes a public nuisance or creates a public disturbance.
3. Causing damage to Club property and/or another person’s property at the GRC boathouse or at organised rowing activities elsewhere; or depriving the Club or that person of that property.
4. Sexual relations between a coach, manager or support staff and a rower or sculler who is less than eighteen years of age, irrespective of the wishes and desires of that rower or sculler, are absolutely forbidden.
5. Sexual relations between a coach, manager or support staff personnel and a rower or sculler who is eighteen years of age or more of the same team are discouraged and may amount to unsuitable behaviour. Where a long-term relationship exists, this should be advised promptly to Head Coach and Club Captain.
6. The use or encouragement of drugs and banned substances to enhance or inhibit performance. The banned substances list is as outlined under the Australia Sprots Commission’s Doping Policy.
7. Statements which are deemed to denigrate the group that an individual is representing.
8. Harassment, sexual or otherwise.

Process for Dealing with a Breach

1. A breach, or suspected breach, of this Code shall be referred to the President of GRC.
2. **Resolution of Internal Disputes:** The breach, or suspected breach, is to be resolved in accordance with Section 7 of the GRC Constitution dated 18/05/2009.
3. **Disciplining of Members –** to be resolved in accordance with Section 8 of the GRC Constitution dated 18/05/2009.
4. All persons who have had a decision made against them shall have the right to appeal in accordance with Section 8 – Clause (f) of the GRC Constitution dated 18/05/2009.

Relevant References

Rowing NSW Code of Conduct can be found within the NSW website www.rowingnsw.asn.au

Australian Sports Commission website www.ausport.gov.au

