



Code of conduct

CLSARC is fully committed to safeguarding and promoting the well-being of all its members. The club strongly believes that it is important that all members, coaches, parents, guardians, committee members and volunteers should at all times, show respect and understanding for the safety and welfare of others.

All members, parents and guardians are encouraged to be open at all times and to share any concerns or complaints that they may have with the club captain and welfare officer.

The remainder of this document explains the rules that we expect everyone within the club to follow, covering

- Junior members
- Student members
- Senior/Masters members
- Social members
- Parents and guardians
- Coaches, club officials and volunteers

Please read the section (or sections) that is appropriate to your role in the club and if you have any questions, concerns or issues in relation to this document please speak to the welfare officer or club captain.

Code of conduct for junior members

As a junior member of CLSARC, you are expected to abide by the following code of conduct:

General

1. Portray yourself in a manner that reflects well on the club.
2. Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club rules and polices.
3. Comply with the Anti-Doping rules of British Rowing and abstain from the use of illegal substances and performance enhancing drugs during training and whilst competing at events.
4. Recognise and value the contribution made by coaches and officials, who give their time voluntarily, by showing them respect at all times.
5. Comply with all instructions and decisions made by coaches, captain, club officials and nominated parent helpers.
6. Comply with the rules of the club and individual competitions and respect officials and their decisions.
7. Behave appropriately at all times. Disruptive behaviour will not be tolerated and may result in you being excluded from the session.
8. Use correct and proper language at all times. **Swearing is not acceptable at CLSARC.**
9. Refrain from posting anything on the internet that could cause deliberate offense to another club member, or brings the club into disrepute.
10. Use CLSARC TeamApp as required by club coaches and officials.
11. Refrain from inviting club officials and coaches to become friends on social media.
12. Be polite and considerate in all forms of written communication.
13. Respect the rights, dignity and worth of every other member and not discriminate on the grounds of age, gender, race, colour, disability or cultural background.
14. Report to the club welfare officer or a club official any behaviour by another club member that you think is inappropriate, or has caused a risk or distress to yourself or another member.
15. Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.
16. Do not smoke, consume alcohol, or take drugs of any kind on club premises or when representing the club at competitions.
17. Volunteer for tasks at club events and help to keep the club facilities in a good state.
18. Make every effort to appear on time for all voluntary tasks that you have agreed to and notify someone overseeing that activity if you are going to be late or unable to attend.
19. Make sure that all club and race fees are paid promptly.
20. Be respectful, even if you are unhappy about your coaches' decision regarding crews, races or events and discuss your concerns with them in a professional manner.

21. In the event of any grievance or disciplinary issues, keep any discussion confidential to help ensure minimal club disruption and fairness to all parties involved.

Training

1. Take part in capsized drills organised by the club frequently enough to fulfil club safety requirements.
2. Only attend training if you are fit and well enough to complete the session and be responsible for informing somebody if you are unable to attend a training session.
3. Refrain from coming to the club unaccompanied by an adult unless you know that your coach will be present at the agreed session time, or unless you have permission to take part in an organised club event.
4. Keep to agreed timings of training sessions and competitions.
5. Respect all club and personal equipment. Use only the equipment allocated for your use and ask advice if in doubt.
6. Be responsible for turning up to training wearing kit the club would deem suitable for the activity and weather conditions.
7. Be responsible for checking your equipment at the start and end of your training and report any damages or wear and tear.
8. Be responsible for signing your boats out and in at the start and end of each water session.
9. Behave sensibly on the landing stage and on the water to protect the equipment, enjoyment and safety of others.
10. Take responsibility for your own safety both on and off the water at all times, as well as the safety of others and always follow all safety instructions, as well as abide by British Rowing Water safety code (RowSafe).
11. Show respect to your coaches, or adult nominated to supervise you, and follow their instructions at all times.
12. Stay in sight of your coach at all times until you are being collected by your parents/carers or unless you have your coach's permission.
13. Use the changing facilities for their intended purpose; not to socialise.
14. Clean the equipment after use and return it to its proper location and report any defects, damage or accidents.
15. Make sure the clubhouse is left tidy.
16. Help other members with boats and equipment if needed.
17. Juniors of J16 and below must not use the ergo room unsupervised or outside of their normal session time.
18. Juniors of J16 and above may only use the ergo room and weights room unsupervised with the permission of their coach.
19. Comply with the Anti-Doping rules of British Rowing and abstain from the use of illegal substances and performance enhancing drugs during training and whilst competing at events.

Competition away from the club

1. Be prepared for competitions by reading the Competitor Information provided by the hosting club.
2. Help prepare your equipment before, during and after competitions.
3. Keep to agreed timings for attending and competitions and inform coaches at the earliest opportunity if you are going to be late or are unable to attend.
4. Be responsible for turning up to a competition in a fit enough condition to carry out the activity or competition, or tell your coach as soon as you know you are feeling unwell.
5. Wear suitable clothing for the competition conditions and with club colours for racing.
6. Stay in regular contact with your coach at competitions so that you know your race times.
7. Respect the rules of competition and where it is necessary to challenge the verdict of race officials, this must be done by following the proper procedures and in a courteous manner.

The club will always try to ensure that as junior members you:

- Feel safe and happy in your sport.
- Are treated with respect and as an individual and in accordance with standards prescribed by British Rowing and the Child Protection in Sport Unit.
- Are listened to by other members, coaches and officials.
- Are treated fairly.
- Have privacy.
- Are protected from abuse by another member, or person in a position of trust within the club or helped to deal with abuse from an outside source.
- Know that any club coaching offered will be from qualified and vetted coaches or supervised by adult volunteers that have been vetted by the club as being suitable to work with children.
- Know that any training offered will be to recognised sporting standards that suit your ability and goals.
- Will only be entered into competitions if you want to be.

CLSARC will not tolerate bullying of any kind! Junior members will not bully or intimidate other members, this includes:

- Saying unkind or hurtful things.
- Using inappropriate language or behaviour towards other members, coaches and club officials.
- Deliberately excluding or isolating other members, whether on land or water.
- Intimidate others.
- Spreading rumours about others within the club.
- Using any physical violence.
- Disrespecting the decisions made by session coach, captain or club officials.

- Using social media to criticise club decisions, club officials or other members.
- Complain or raise grievances maliciously to cause upset in any way.

Any minor misdemeanours and general misbehaviour will be addressed by the coach and reported verbally to the head coach and welfare officer. More serious or persistent misbehaviour may result in disciplinary action and potentially dismissal from CLSARC. Parents will be informed at all stages.

Disciplinary action can be appealed as outlined in the club grievance and disciplinary procedure with final decisions taken by the club committee or referred to British Rowing depending on the disciplinary procedures within the sport.

Code of conduct for student members

As a student member of CLSARC, you are expected to abide by the following code of conduct:

General

1. Portray yourself in a manner that reflects well on the club.
2. Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club rules and policies.
3. Comply with the Anti-Doping rules of British Rowing and abstain from the use of illegal substances and performance enhancing drugs during training and whilst competing at events.
4. Recognise and value the contribution made by coaches and officials, who give their time voluntarily, by showing them respect at all times.
5. Comply with all instructions and decisions made by coaches, captain, club officials and nominated parent helpers.
6. Comply with the rules of the club and individual competitions and respect officials and their decisions.
7. Behave appropriately at all times. Disruptive behaviour will not be tolerated and may result in you being excluded from the session.
8. Use correct and proper language at all times. **Swearing is not acceptable at CLSARC.**
9. Refrain from posting anything on the internet that could cause deliberate offense to another club member or brings the club into disrepute.
10. Use CLSARC TeamApp as required by club coaches and officials.
11. Be polite and considerate in all forms of written communication.
12. Respect the rights, dignity and worth of every other member and not discriminate on the grounds of age, gender, race, colour, disability or cultural background.
13. Report to the club welfare officer or a club official any behaviour by another club member that you think is inappropriate, or has caused a risk or distress to yourself or another member.
14. Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.
15. Do not smoke, consume alcohol, or take drugs of any kind on club premises or when representing the club at competitions.
16. Be a positive role model for junior members.
17. Volunteer for tasks at club events and help to keep the club facilities in a good state.
18. Sign up for duty rotas at club events, in particular if participating.
19. Make every effort to appear on time for all voluntary tasks that you have agreed to and notify someone overseeing that activity if you are going to be late or unable to attend.
20. Make sure that all club and race fees are paid promptly.

21. Be respectful, even if you are unhappy about your coach's decision regarding crews, races or events and discuss your concerns with them in a professional manner.
22. In the event of any grievance or disciplinary issues, keep any discussion confidential to help ensure minimal club disruption and fairness to all parties involved.

Training

1. Take part in capsized drills organised by the club frequently enough to fulfil club safety requirements.
2. Only attend training if you are fit and well enough to complete the session and be responsible for informing somebody if you are unable to attend a training session.
3. Refrain from coming to the club unaccompanied by an adult unless you know that your coach will be present at the agreed session time, or unless you have permission to take part in an organised club event.
4. Keep to agreed timings of training sessions and competitions.
5. Respect all club and personal equipment. Use only the equipment allocated for your use and ask advice if in doubt.
6. Be responsible for turning up to training wearing kit the club would deem suitable for the activity and weather conditions.
7. Be responsible for checking your equipment at the start and end of your training.
8. Before going out onto the water you are expected to assess the conditions and only proceed if your ability matches those conditions or any safety instructions that have been given by the club in general or in relation to that particular day.
9. Be responsible for signing your boats out and in at the start and end of each water session.
10. Behave sensibly on the landing stage and on the water to protect the equipment, enjoyment and safety of others.
11. Take responsibility for your own safety both on and off the water at all times, as well as the safety of others and always follow all safety instructions, as well as abide by British Rowing Water safety code (RowSafe).
12. Show respect to your coaches, or adult nominated to supervise you, and follow their instructions at all times.
13. Stay in sight of your coach at all times until you are being collected by your parents/carers or unless you have your coach's permission.
14. Use the changing facilities for their intended purpose; not to socialise.
15. Clean the equipment after use and return it to its proper location.
16. Report any collisions, damage to equipment to the safety officer or club captain within 24 hours and where appropriate fill out an incident report.
17. Make sure the clubhouse is left tidy.
18. Help other members with boats and equipment if needed.

19. Make sure the clubhouse is left tidy and properly secured before leaving the boathouse.
20. Comply with the Anti-Doping rules of British Rowing and abstain from the use of illegal substances and performance enhancing drugs during training and whilst competing at events.

Competition away from the club

1. Be prepared for competitions by reading the Competitor Information provided by the hosting club.
2. Help prepare your equipment before, during and after competitions.
3. Keep to agreed timings for attending and competitions and inform coaches at the earliest opportunity if you are going to be late or are unable to attend.
4. Be responsible for turning up to a competition in a fit enough condition to carry out the activity or competition, or tell your coach as soon as you know you are feeling unwell.
5. Wear suitable clothing for the competition conditions and with club colours for racing.
6. Stay in regular contact with your coach, designated club officer, or rowing squad leader at competitions so that you know your race times.
7. Respect the rules of competition and where it is necessary to challenge the verdict of race officials, this must be done by following the proper procedures and in a courteous manner.

The club will always try to ensure that as student members you:

- Feel safe and happy in your sport.
- Are treated with respect and as an individual and in accordance with standards prescribed by British Rowing and the Child Protection in Sport Unit.
- Are listened to by other members, coaches and officials.
- Are treated fairly.
- Have privacy.
- Are protected from abuse by another member, or person in a position of trust within the club or helped to deal with abuse from an outside source.
- Know that any club coaching offered will be from qualified and vetted coaches or supervised by adult volunteers that have been vetted by the club as being suitable to work with children.
- Know that any training offered will be to recognised sporting standards that suit your ability and goals.
- Will only be entered into competitions if you want to be.

CLSARC will not tolerate bullying of any kind! Junior members will not bully or intimidate other members, this includes:

- Saying unkind or hurtful things.
- Using inappropriate language or behaviour towards other members, coaches and club officials.
- Deliberately excluding or isolating other members, whether on land or water.
- Intimidate others.

- Spreading rumours about others within the club.
- Using any physical violence.
- Disrespecting the decisions made by session coach, captain or club officials.
- Using social media to criticise club decisions, club officials or other members.
- Complain or raise grievances maliciously to cause upset in any way.

Any minor misdemeanours and general misbehaviour will be addressed by the coach and reported verbally to the head coach and welfare officer. More serious or persistent misbehaviour may result in disciplinary action and potentially dismissal from CLSARC. Parents will be informed at all stages.

Disciplinary action can be appealed as outlined in the club grievance and disciplinary procedure with final decisions taken by the club committee or referred to British Rowing depending on the disciplinary procedures within the sport.

Code of conduct for senior/masters members

As a senior/masters member of CLSARC, you are expected to abide by the following code of conduct.

General

1. Portray yourself in a manner that reflects well on the club.
2. Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club rules and polices.
3. Comply with the Anti-Doping rules of British Rowing and abstain from the use of illegal substances and performance enhancing drugs during training and whilst competing at events.
4. Recognise and value the contribution made by coaches and officials, who give their time voluntarily, by showing them respect at all times.
5. Comply with all instructions and decisions made by coaches, captain, club officials and nominated parent helpers.
6. Comply with the rules of the club and individual competitions and respect officials and their decisions.
7. Behave appropriately at all times. Disruptive behaviour will not be tolerated and may result in you being excluded from the session.
8. Use correct and proper language at all times. **Swearing is not acceptable at CLSARC.**
9. Refrain from posting anything on the internet that could cause deliberate offense to another club member or brings the club into disrepute.
10. Use CLSARC TeamApp as required by club coaches and officials.
11. Be polite and considerate in all forms of written communication.
12. Respect the rights, dignity and worth of every other member and not discriminate on the grounds of age, gender, race, colour, disability or cultural background.
13. Report to the club welfare officer or a club official any behaviour by another club member that you think is inappropriate, or has caused a risk or distress to yourself or another member.
14. Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.
15. Do not smoke, consume alcohol, or take drugs of any kind on club premises or when representing the club at competitions.
16. Be a positive role model for junior members.
17. Volunteer for tasks at club events and help to keep the club facilities in a good state.
18. Sign up for duty rotas at club events, in particular if participating.
19. Make every effort to appear on time for all voluntary tasks that you have agreed to and notify someone overseeing that activity if you are going to be late or unable to attend.
20. Make sure that all club and race fees are paid promptly.

21. Be respectful, even if you are unhappy about your coach's decision regarding crews, races or events and discuss your concerns with them in a professional manner.
22. In the event of any grievance or disciplinary issues, keep any discussion confidential to help ensure minimal club disruption and fairness to all parties involved.

Training

1. Take part in capsized drills organised by the club frequently enough to fulfil club safety requirements.
2. Only attend training if you are fit and well enough to complete the session and be responsible for informing somebody if you are unable to attend a training session.
3. Refrain from coming to the club unaccompanied by an adult unless you know that your coach will be present at the agreed session time, or unless you have permission to take part in an organised club event.
4. Keep to agreed timings of training sessions and competitions.
5. Respect all club and personal equipment. Use only the equipment allocated for your use and ask advice if in doubt.
6. Be responsible for turning up to training wearing kit the club would deem suitable for the activity and weather conditions.
7. Be responsible for checking your equipment at the start and end of your training.
8. Before going out onto the water you are expected to assess the conditions and only proceed if your ability matches those conditions or any safety instructions that have been given by the club in general or in relation to that particular day.
9. Be responsible for signing your boats out and in at the start and end of each water session.
10. Behave sensibly on the landing stage and on the water to protect the equipment, enjoyment and safety of others.
11. Take responsibility for your own safety both on and off the water at all times, as well as the safety of others and always follow all safety instructions, as well as abide by British Rowing Water safety code (RowSafe).
12. Show respect to your coaches, or adult nominated to supervise you, and follow their instructions at all times.
13. Stay in sight of your coach at all times until you are being collected by your parents/carers or unless you have your coach's permission.
14. Use the changing facilities for their intended purpose; not to socialise.
15. Clean the equipment after use and return it to its proper location.
16. Report any collisions, damage to equipment to the safety officer or club captain within 24 hours and where appropriate fill out an incident report.
17. Make sure the clubhouse is left tidy.
18. Help other members with boats and equipment if needed.

19. Make sure the clubhouse is left tidy and properly secured before leaving the boathouse.
20. Comply with the Anti-Doping rules of British Rowing and abstain from the use of illegal substances and performance enhancing drugs during training and whilst competing at events.

Competition away from the club

1. Be prepared for competitions by reading the Competitor Information provided by the hosting club.
2. Help prepare your equipment before, during and after competitions.
3. Keep to agreed timings for attending and competitions and inform coaches at the earliest opportunity if you are going to be late or are unable to attend.
4. Be responsible for turning up to a competition in a fit enough condition to carry out the activity or competition, or tell your coach as soon as you know you are feeling unwell.
5. Wear suitable clothing for the competition conditions and with club colours for racing.
6. Stay in regular contact with your coach, designated club officer, or rowing squad leader at competitions so that you know your race times.
7. Respect the rules of competition and where it is necessary to challenge the verdict of race officials, this must be done by following the proper procedures and in a courteous manner.

The club will always try to ensure that as adult members you:

- Feel safe and happy in your sport.
- Are treated with respect and as an individual and in accordance with standards prescribed by British Rowing and the Child Protection in Sport Unit.
- Are listened to by other members, coaches and officials.
- Are treated fairly.
- Have privacy.
- Are protected from abuse by another member, or person in a position of trust within the club or helped to deal with abuse from an outside source.
- Know that any club coaching offered will be from qualified and vetted coaches or supervised by adult volunteers that have been vetted by the club as being suitable to work with children.
- Know that any training offered will be to recognised sporting standards that suit your ability and goals.
- Will only be entered into competitions if you want to be.

CLSARC will not tolerate bullying of any kind! Junior members will not bully or intimidate other members, this includes:

- Saying unkind or hurtful things.
- Using inappropriate language or behaviour towards other members, coaches and club officials.
- Deliberately excluding or isolating other members, whether on land or water.
- Intimidate others.

- Spreading rumours about others within the club.
- Using any physical violence.
- Disrespecting the decisions made by session coach, captain or club officials.
- Using social media to criticise club decisions, club officials or other members.
- Complain or raise grievances maliciously to cause upset in any way.

Any minor misdemeanours and general misbehaviour will be addressed by the coach and reported verbally to the head coach and welfare officer. More serious or persistent misbehaviour may result in disciplinary action and potentially dismissal from CLSARC. Parents will be informed at all stages.

Disciplinary action can be appealed as outlined in the club grievance and disciplinary procedure with final decisions taken by the club committee or referred to British Rowing depending on the disciplinary procedures within the sport.

Code of conduct for social members

As a social member of CLSARC, you are expected to abide by the following code of conduct.

1. Portray yourself in a manner that reflects well on the club.
2. Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club rules and polices.
3. Recognise and value the contribution made by coaches and officials, who give their time voluntarily, by showing them respect at all times.
4. Comply with the rules of the club and individual competitions and respect officials and their decisions.
5. Comply with all instructions and decisions made by coaches, captain, club officials and nominated parent helpers.
6. Be respectful to all club members and officials at all times.
7. Behave appropriately at all times. Disruptive behaviour will not be tolerated.
8. Refrain from posting anything on the internet that could cause deliberate offense to another club member or brings the club into disrepute.
9. Be polite and considerate in all forms of written communication.
10. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
11. Report to the club welfare officer or a club official any behaviour by another club member that you think is inappropriate, or has caused a risk or distress to yourself or another member.
12. Behave appropriately at all times. Disruptive behaviour will not be tolerated.
13. Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.
14. Use correct and proper language at all times. **Swearing is not acceptable at CLSARC.**
15. Make sure that all club fees are paid promptly.
16. Do not smoke, consume alcohol, or take drugs of any kind on club premises.
17. Abide by the British Rowing anti-doping rules and policy.
18. In the event of any grievance or disciplinary issues, keep any discussion confidential to help ensure minimal club disruption and fairness to all parties involved.

CLSARC will not tolerate bullying of any kind! Social members will not bully or intimidate other members, this includes:

- Saying unkind or hurtful things.
- Using inappropriate language or behaviour towards other members, coaches and club officials.
- Deliberately excluding or isolating other members, whether on land or water.
- Intimidate others.

- Spreading rumours about others within the club.
- Using any physical violence.
- Disrespecting the decisions made by session coach, captain or club officials.
- Using social media to criticise club decisions, club officials or other members.
- Complain or raise grievances maliciously to cause upset in any way.

Any minor misdemeanours and general misbehaviour will be addressed by the most appropriate club official. More serious or persistent misbehaviour may result in disciplinary action and potentially dismissal from CLSARC.

Disciplinary action can be appealed as outlined in the club grievance and disciplinary procedure with final decisions taken by the club committee or referred to British Rowing depending on the disciplinary procedures within the sport.

Code of conduct for parents and guardians

As a parent of a junior member you are expected to abide by the following code of conduct:

General

1. Portray yourself in a manner that reflects well on the club.
2. Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club rules and polices.
3. Recognise and value the contribution made by coaches and officials, who give their time voluntarily by showing them respect at all times.
4. Comply with the rules of the club and individual competitions and respect officials and their decisions.
5. Comply with all instructions and decisions made by coaches, captain, club officials and nominated parent helpers.
6. Be respectful to all club members and officials at all times.
7. Behave appropriately at all times. Disruptive behaviour will not be tolerated.
8. Refrain from posting anything on the internet that could cause deliberate offense to another club member or brings the club into disrepute.
9. Be polite and considerate in all forms of written communication.
10. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
11. Report to the club welfare officer or a club official any behaviour by another club member that you think is inappropriate, or has caused a risk or distress to yourself or another member.
12. Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.
13. Use correct and proper language at all times. **Swearing is not acceptable at CLSARC.**
14. Pay subscription and competition fees promptly.
15. Do not smoke, consume alcohol, or take drugs of any kind on club premises.
16. Abide by the British Rowing anti-doping rules and policy.
17. In the event of any grievance or disciplinary issues, keep any discussion confidential to help ensure minimal club disruption and fairness to all parties involved.

Supporting Your Child

1. Support your child's involvement and help them to enjoy their rowing.
2. Encourage your child to understand the club rules and their responsibility regarding junior code of conduct.
3. Show support and **respect** your child's coach in promoting positive behaviour and relationships.
4. Encourage fair play and **respect** for officials and the decisions made.

5. Help your child to recognise good performance, not just results.
6. Make sure that your child is appropriately dressed for the weather and activity.
7. Keep all contact details up-to-date.
8. Support your child with the use CLSARC TeamApp as required by club coaches and officials.
9. Keep coaches informed about any special needs, medical conditions or allergies that your child may have.
10. Make sure that your child is on time for training sessions and competitions.
11. Set a good example by recognising fair play and applauding good performance of all.
12. Willingly help with marshalling, fundraising and other duties at all CLSARC events.
13. Be willing to volunteer to help in any area of the club you could be of value.
14. Understand and follow safeguarding policies within the club.
15. Inform the coach or the club welfare officer if you have concerns about your child's activities at the club, by email or in person.

CLSARC will not tolerate bullying of any kind! Junior members will not bully or intimidate other members, this includes:

- Saying unkind or hurtful things.
- Using inappropriate language or behaviour towards other members, coaches and club officials.
- Deliberately excluding or isolating other members, whether on land or water.
- Intimidate others.
- Spreading rumours about others within the club.
- Using any physical violence.
- Disrespecting the decisions made by session coach, captain or club officials.
- Using social media to criticise club decisions, club officials or other members.
- Complain or raise grievances maliciously to cause upset in any way.

Any minor misdemeanours and general misbehaviour will be addressed by the coach and reported verbally to the head coach and welfare officer. More serious or persistent misbehaviour may result in disciplinary action and potentially dismissal from CLSARC. Parents will be informed at all stages.

Disciplinary action can be appealed as outlined in the club grievance and disciplinary procedure with final decisions taken by the club committee or referred to British Rowing depending on the disciplinary procedures within the sport.

Code of conduct for club coaches, officials and volunteers

As a club coach, official or volunteer you are required to follow good ethical conduct and practice in relation to children and young people as well as to the wider club.

You are required to abide by the following code of conduct:

- Develop an appropriate working relationship with participants and parents, based on mutual trust and **respect**.
- Consider the well-being and safety of athletes before the development of performance.
- Make sure that all activities are appropriate to the age, ability and experience of those taking part.
- Encourage participants to value their performance and not just results.
- Promote the positive aspects of rowing and fair play by showing considerate regard for athletes, personnel, parents, spectators and officials; abiding by the rules of racing; and abiding by officials' decisions.
- Make sure that language is appropriate and not offensive or discriminatory. **Swearing is not acceptable at CLSARC.**
- Set a good example of behaviour and conduct.
- Treat athletes fairly and avoid discrimination against athletes.
- Challenge or report unacceptable behaviour within the club.
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines laid down by the British Rowing including Row Safe and safeguarding Policy and Procedures.
- Hold appropriate valid qualifications and insurance cover (see trailer towing guide).
- Never exert undue influence over participants to obtain personal benefit or reward.
- Never condone rule violations, rough play or the use of prohibited substances.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- For health and safety reasons, do not smoke in the clubhouse and boathouse.
- Abide by the British Rowing anti-doping rules and policy, which are consistent with the World Anti-Doping Code (2015 Code) that governs anti-doping internationally.

Confirmation of acceptance - juniors

I hereby acknowledge that I have read, understand and agree to abide by the code of conduct set out by CLSARC.

Juniors Name: _____

Parents Name: _____

Parents Signature: _____

Date: _____

Confirmation of acceptance – all others

I hereby acknowledge that I have read, understand and agree to abide by the code of conduct set out by CLSARC.

Member Name: _____

Member Signature: _____

Date: _____