

Tulsa Rowing Club Code of Conduct

Code of Conduct

Tulsa Rowing Club is committed to maintaining a safe, respectful, and welcoming environment for all members, guests, and participants. All individuals participating in Club activities are expected to uphold the Club's values and conduct themselves in a manner consistent with the principles of **Community, Responsibility, Ethics, and Worthiness (C.R.E.W.)**.

This Code of Conduct applies to all members, board members, volunteers, guests, and participants during Club activities, events, communications, and use of Club equipment or facilities. *Rowing demands discipline, respect, and trust in one another; these standards guide how we conduct ourselves as members of Tulsa Rowing Club.*

1. Respectful Conduct

Members shall treat others with respect and professionalism at all times. The following behaviors are expected:

- Demonstrating courtesy and good sportsmanship on and off the water
- Supporting a positive and constructive club environment
- Respecting differences in experience level, rowing discipline, and personal background
- Following directions of safety officers, launch drivers, and event organizers during Club activities

Harassment, intimidation, discrimination, or bullying of any kind will not be tolerated. Refer to disciplinary action for more

2. Safety and Responsibility

Members are responsible for maintaining a safe rowing environment.

Members must:

- Follow all Club safety rules and rowing guidelines
- Use Club equipment responsibly and report damage promptly
- Exercise sound judgment on the water
- Follow river navigation rules and local waterway regulations

Safety decisions made by designated safety personnel must be respected.

3. Ethical Behavior

Members must act with honesty, fairness, and integrity in all Club matters.

Members shall:

- Avoid conflicts of interest in Club decision-making
- Treat Club property and finances responsibly
- Follow established Club policies and procedures
- Represent the Club in a manner that protects its reputation

Favoritism, retaliation, misuse of authority, or abuse of Club resources is not acceptable.

4. Stewardship of the River and the Club

Members share responsibility for preserving the Arkansas River as our rowing home and supporting the long-term health of the Club.

Members are expected to:

- Welcome new participants and support skill development
- Encourage participation and responsible outreach
- Respect the Arkansas River and the surrounding environment
- Act as positive ambassadors of the Club when interacting with the public

5. Compliance with Laws and Policies

All members must comply with applicable laws, waterway regulations, and Club policies. This includes adherence to nondiscrimination standards and the fair treatment of all participants.

6. Reporting Concerns

The Club encourages open communication and constructive resolution of concerns. Members who experience or witness behavior that violates this Code of Conduct are encouraged to report the concern to a Board member. Reports will be handled with discretion and reviewed in good faith.

7. Enforcement

Failure to comply with this Code of Conduct may result in disciplinary action, which may include:

- Verbal or written warning
- Temporary suspension of rowing privileges
- Loss of equipment privileges
- Termination of membership
- Additional actions deemed appropriate by the Board

The Board of Directors reserves the authority to review incidents and determine appropriate action consistent with the Club's mission and governing principles.

8. Member Acknowledgment

Participation in Tulsa Rowing Club activities constitutes agreement to abide by this Code of Conduct and all related Club policies.

Member signature