



Rio Salado Rowing Club Code of Conduct

Members of Rio Salado Rowing Club (RSRC), including guests and family members, are expected to conduct themselves appropriately at all times. Each person is required to act in accordance with the RSRC Code of Conduct. This means everyone treats each person with respect and courtesy, regardless of his/her tenure or abilities. The reputation of the RSRC is reflected in members' behavior at RSRC facilities, on the water, at regattas and in public, both in the local and worldwide rowing communities.

Each of us is accountable for our actions, and each of us is responsible for knowing and abiding by applicable policies. Refer to the Member Handbook and the Tempe Town Lake Boating Code of Conduct for additional policies. Board members have a special responsibility, through example and communication, to ensure that staff under their direction, as well as the membership at large, understand and comply with the Code and other relevant policies. Coaches have a similar responsibility for the athletes under their direction.

The RSRC Code of Conduct serves as a guide for decisions in a variety of circumstances. No document can anticipate every situation. This Code of Conduct applies to all members and coaches of the RSRC.

- You are required to comply with the terms of the Code as a condition of continued membership or employment with RSRC
- All forms of communication, both written and oral, shall be respectful. Offensive behavior will not be tolerated
- Abide by all safety rules and regulations, including those set forth by the RSRC and the City of Tempe
- Abide by policies, practices and procedures set forth by the RSRC
- Avoid conflicts of interest or the appearance of a conflict of interest
- Do not use or share confidential information about RSRC members for any purpose other than club business
- Do not conduct personal business in a way that conflicts with the interests of the RSRC
- Do not request or receive (directly or indirectly) anything of value for or because of a member's vote or influence with respect to any act or proceeding of the RSRC
- Do not have a direct or indirect financial interest, except a remote interest, in any contract, purchase of materials, or activity financed from RSRC funds
- Report violations of the Code to any Board member
- If you violate the Code, you may be subject to disciplinary action, up to and including termination of membership or employment
 - Disciplinary actions will be reviewed by a sub-committee determined by the Board of Directors, and will be reviewed on a case-by-case basis
 - Disciplinary actions include a verbal warning, a temporary suspension of membership, or termination of membership
- RSRC prohibits retaliation of any kind against members or employees who have made good faith reports of violations of the Code