



VRDBC
Swan Lake, BC

POLICIES

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Vernon Rowing and Dragon Boat Club (VRDBC) is dedicated to sharing the benefits of sport equally with our community, regardless of age and ability. Through rowing and paddling sports, we strive to encourage participation, personal challenge and the pursuit of excellence from grass roots to the Olympic and Paralympic podium. VRDBC broadens access to sport by offering programs and events that encourage broad participation. It is hoped that by encouraging participation, personal challenge and the pursuit of excellence, we will foster healthier and happier individuals, and a stronger community

COACHES CODE OF CONDUCT

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of our club are channeled. Thus how an athlete regards his/her sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour, which will allow them to support their athletes.

Coaches Have A Responsibility To

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the athlete.
3. Consistently display high personal standards and project a favourable image of their sport and of coaching.
 - Refrain from public criticism of fellow coaches; especially when speaking to the media or recruiting athletes.
 - Abstain from the use of tobacco products while in the presence of her/his athletes and discourage their use by athletes.
 - Abstain from drinking alcoholic beverages when working with athletes.
 - Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site.
 - Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.
5. Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well being as foremost when making decisions regarding an injured athletes' ability to continue playing or training.
6. Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own.
7. Regularly seek ways of increasing professional development and self-awareness.
8. Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.
9. In the case of minors, communicate and co-operate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
10. In an educational institution, be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.

Coaches Must

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
3. Respect athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable (definition of harassment is attached).
4. Never advocate or condone the use of drugs or other banned performance enhancing substances.
5. Never provide under age athletes with alcohol.

Definition of Harassment

Harassment takes many forms but can generally be defined as behaviour including comments and/ or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual, or group of individuals, or which creates an uncomfortable environment.

Harassment may include:

- written or verbal abuse or threats
- sexually oriented comments
- racial or ethnic slurs unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion etc.
- displaying of sexually explicit, racist or other offensive or derogatory material
- sexual, racial, ethnic or religious graffiti
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation
- leering (suggestive staring), or other obscene or offensive gestures
- condescension, paternalism or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions
- physical conduct such as touching, kissing, patting, pinching, etc.
- vandalism
- physical assault

Participant Code of Conduct

1. Participant will abide by the Club Code of Conduct.
2. Participant is an ambassador of VRDBC and shall maintain high standards of moral and ethical conduct, which includes self control, responsible behaviour, and consideration for the physical and emotional well being of others.
3. Participant will treat others with respect and expect to be treated with respect in return.
4. Participant will respect an individual's dignity and acknowledge that verbal or physical behaviour that constitutes harassment or abuse are unacceptable.
5. Participant will uphold the generally accepted standards of fair play and exhibit a high level of sportsmanship and team spirit.
6. Participant will be modest in victory and gracious in defeat.
7. Participant will refrain from using profane, insulting, or otherwise offensive language.
8. Participant will not possess, use or be under the influence of alcohol, illegal drugs, or any substance deemed un-ethical during participation in sport such as tobacco, steroid, etc., in any form during any activity associated with VRDBC.
9. Participant will reimburse the cost of any damage to equipment or any other property resulting from willful or negligent action on their part.
10. Participant acknowledge that the VRDBC staff and coaches are responsible for the athletes/participants and they must follow established VRDBC policies.

Participants understand the above statements and agree to conduct themselves in a manner that demonstrates the standards established above. A breach of any part of this Code of Conduct is sufficient grounds for a participant to be withdrawn from a program/service or event and be sent home at his or her expense (where applicable).

Club Code of Conduct

We strive to make your experience with us safe, enjoyable and fun!

Behaviour will not be tolerated or condoned if it is:

Aggressive, offensive, abusive, threatening or harassing

Or

Interferes with another person's enjoyment of the facility

Or

Impedes staff's ability to conduct business

Individuals who do not adhere to the Facility Code of Conduct will be subject to immediate exclusion from the clubs programs.

Registration Policies

Fees: Registration fees cover liability insurance, administration, use of the facility and equipment. Prices do not include GST (unless stated), uniforms, festival or regatta entry fees or coaching unless specifically noted. Program Fees are non-transferable and cannot be shared by more than one person. All transactions are processed in Canadian dollars.

Payment: All fees must be paid in full prior to program start date. Registrants who have not paid will not be permitted to participate. Payments can be made by cheque payable to VRDBC or online at www.vrdbc.com.

Refunds: To qualify for a refund, participants must give notice within 48 hours after the second session – This is the refund deadline. Refunds are calculated based on the number of sessions attended and a 25% administration fee. Refunds will be processed as an account credit or returned in the same manner in which they were received. Program withdrawals after the refund deadline due to illness or injury require doctor's certification.

Program Cancellation: We reserve the right to cancel programs if enrollment quotas are not met; in this situation all registrants will be notified. Coached programs will not run on statutory holidays, unless noted.

Missed Sessions: It is the responsibility of the participant to attend scheduled sessions. Missed sessions will not be made up. In the unforeseen circumstance that a session is canceled due to weather, a make-up session may be rescheduled.

Safety Policies- under review