

Rio Salado Rowing Club SafeSport Policy

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Effective Date: September 8, 2019
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PURPOSE OF THIS TOOL: This Policy helps raise awareness about potential for misconduct in sport, is implemented to help recognize, reduce and respond to misconduct in sport and is intended to promote open dialogue regarding same within the RSRC.

Background (*):

In the event that any member or volunteer observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or misconduct, it is the personal responsibility of each member and volunteer to immediately report his or her observations to a RSRC Board member.

Members and volunteers should not attempt to evaluate the credibility or validity of the misconduct. Complaints and allegations will be addressed by the RSRC Board. RSRC recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

Guidance:

Rio Salado Rowing Club (RSRC) SUPPORTS USROWING'S SAFE SPORT STANDARDS, TRAINING AND EDUCATION

RSRC policies and procedures require coaches, members, contractors and/or volunteers to report abuse, misconduct and violations. Misconduct in sport includes:

- Bullying
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct, and
- Sexual misconduct and abuse

Prohibited Conduct

Coaches, contractors, volunteers, and athletes shall refrain from all forms of misconduct, which include:

- Bullying
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct
- Sexual misconduct

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Exceptions

Physical or emotional misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

WILLFULLY TOLERATING MISCONDUCT

It is a violation of this Athlete Protection Policy if any member, coach, contractor, or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), member, coach or volunteer.

REPORTING

Coaches, volunteers and athletes of RSRC shall follow the reporting procedures set forth in the reporting procedures. RSRC does not investigate suspicions or allegations of abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.

VIOLATIONS

Violations of the Athlete Protection Policy shall be reported pursuant to our Reporting Procedures (herein) and will be addressed under our Disciplinary Rules and Procedure (herein).

REPORTING PROCEDURE

To Whom to Report:

Members, contractors and volunteers may report to:

- (1) Coach or supervising volunteer with whom they are working
- (2) Club Board Member
- (3) Where applicable, appropriate law enforcement authorities

How to Report:

RSRC will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of how you choose to report, it is helpful to RSRC for individuals to provide, at a minimum, (1) the name of the complainant(s); (2) the type of misconduct alleged and the name(s) of the individual(s) alleged to have committed the misconduct.

Confidentiality:

To the extent permitted by law, and as appropriate, RSRC will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of physical and sexual abuse to the authorities.

Anonymous Reporting:

RSRC recognizes it can be difficult for an athlete, teammate, friend or family member to report an allegation of misconduct and strives to remove as many barriers to reporting as possible. Anonymous reports may be made without the formality of completing an Incident Report Form:

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- by completing the Reporting Form without including their name
- by expressing concerns verbally, electronically, or in writing to a RSRC board member.

“Whistleblower” Protection:

Regardless of outcome, RSRC will support the complainant(s) and his or her right to express concerns in good faith. RSRC will not encourage, allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered a violation of our guidelines and grounds for disciplinary action.

Bad-Faith Allegations:

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will be considered a violation of RSRC Policy guidance and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

HOW REPORTS ARE HANDLED (NOTIFICATION)

Following RSRC’s notice of a credible allegation that results in the removal of a coach, member, contractor, or other volunteer, RSRC may consider the circumstances in which it will notify other athletes with whom the accused individual may have had contact. At RSRC’s discretion, as appropriate, and after consultation with counsel, RSRC may notify its coaches, contractors, volunteers, and/or athletes of any allegation of abuse or other criminal behavior that (1) law enforcement authorities are actively investigating; or (2) that RSRC is investigating internally. Advising others of an allegation may lead to additional reports of abuse and other misconduct.

DISCIPLINARY RULES AND PROCEDURE

While RSRC endeavors to provide support and guidance to participants on a day-to-day basis, it is also important for RSRC to have a formal procedure for disciplinary action to address alleged violations of its policies and other inappropriate behaviors.

DISCIPLINARY RULES

RSRC recognizes that there are varying levels of misconduct. For example, physical and sexual misconduct are serious violations that may result in immediate dismissal. Less serious misconduct, and depending on the circumstances, might be dealt with more appropriately through dialogue and a verbal warning. In all cases, RSRC’s disciplinary procedures and actions will be proportionate, reasonable and applied fairly and equally.

DISCIPLINARY PROCEDURE

On receipt of an allegation, RSRC will determine, at its discretion, the appropriate steps to address the conduct based on several factors, including the nature, scope, and extent of the allegations. RSRC’s disciplinary response will depend on the nature and seriousness of the incident and in extreme cases, misconduct will result in immediate summary dismissal.

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DISCIPLINARY ACTION

Sanctions for violations of our guidelines will be proportionate and reasonable under the circumstances. In addition to day-to-day guidance, RSRC may take the following disciplinary actions, without limitation:

- Provide the individual with guidance, redirection and instruction
- Temporary suspension from competition, coaching or volunteering
- File a formal incident report
- Issue a verbal warning
- Issue a written and/or final written warning
- Engage in restorative practices, i.e., creation of a respectful and safe dialogue when a misunderstanding or harm has occurred
- Suspend or terminate involvement or membership

FOR MORE INFORMATION

Please see the US Center for SafeSport website for more information:
<https://www.teamusa.org/Team-USA-Athlete-Services/Safe-Sport>

(* Excerpted from RSRC Policy (already in effect, but undated)