

CODE OF CONDUCT

All members of Lower Clarence Amateur Rowing & Sculling Club (LCRC) are registered with Rowing NSW (RNSW), and as such are bound by the RNSW Code of Conduct in its current form, and any revision that may, from time to time, be adopted.

ACKNOWLEDGEMENT

The aim of the LCRC Code of Conduct is to provide a framework almost identical to the RNSW Code of Conduct, with minor changes to reflect the need for guidance at club level.

Accordingly, the LCRC Code of Conduct quotes directly from the RNSW Code, omitting sections which do not apply directly to LCRC, and adding points specific to LCRC.

When substituting "LCRC" for "RNSW" in the Code, LCRC acknowledges the origin of its policy.

PURPOSE

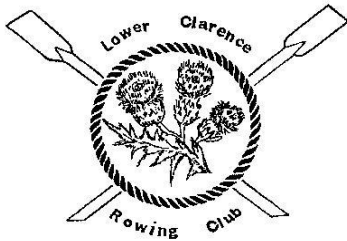
The purpose of this Code of Conduct (Code) is to declare the type of behaviour which is encouraged by LCRC. This is the behaviour LCRC is seeking to promote and encourage all Club members, supporters and spectators to adopt.

In addition to this Code we have listed some examples of behaviour which shall be deemed by the LCRC Committee to be 'conduct unbecoming', or 'conduct not in the interests of LCRC and the promotion of its objects'.

By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Committee offers clear direction in this area.

KEY PRINCIPLES

1. LCRC seeks to operate in an environment where people show respect for others and their property. Respect is defined as consideration for the well-being of another's body, emotions and possessions, to ensure no damage or deprivation is caused to any of them.
2. LCRC seeks to operate in an environment which is free from harassment. Harassment is defined as any action directed at an individual or group which creates a hostile, intimidating or offensive environment.
3. LCRC seeks to operate in a non-discriminatory environment. This means that everyone has an equal opportunity and receives a fair go in accordance with the law as well as LCRC's Constitution, rules and guidelines.
4. Persons to whom this Code applies acknowledge and agree to comply with the grievance procedures adopted by LCRC. If disciplinary action is taken, persons directly affected shall be afforded the opportunity to participate in those proceedings and to appeal against a penalty.



Lower Clarence Amateur Rowing & Sculling Club Inc

Cameron Street (PO Box 139) Maclean NSW 2463

ABN: 72 083 997 030

Established 1885

KEY ELEMENTS

Each person who is bound by this Code shall:

- not act in a manner unbecoming, or contrary to the interests of LCRC;
- treat people involved in rowing with courtesy, respect and proper regard for their rights and obligations;
- treat Club property and another person's property with respect and due consideration of its value;
- demonstrate a positive commitment to LCRC's Constitution, policies and procedures;
- not misuse funds or property belonging to third parties;
- respect the confidentiality of information which comes to that person in the course of duty; and
- uphold and not injure or compromise, the standing and reputation of LCRC and of rowing.

GOVERNANCE

This Code shall be known as the Lower Clarence Amateur Rowing & Sculling Club Inc Code of Conduct. The Code shall govern the conduct of all persons associated with LCRC. In particular it shall apply to and for:

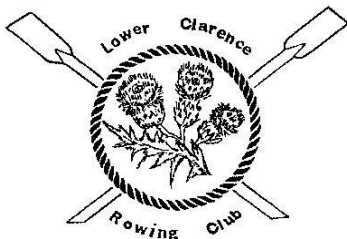
1. Persons acting on behalf of LCRC; and
2. LCRC rowers, scullers, coaches, managers, committee members and spectators.

This Code shall act as a guideline for criteria determining decisions and actions under the LCRC Constitution.

UNSUITABLE BEHAVIOUR

This list describes examples of behaviour which the Committee will investigate. If the Committee determines that the behaviour has occurred, the behaviour shall be deemed to be unsuitable and not in the best interests of sport.

1. 'Sledging' other rowers, scullers, coaches, officials, committee members or visiting personnel. Sledging is defined as a statement which is deemed to denigrate and/or intimidate another person.
2. Excessive use of alcohol, acting in a way that becomes a public nuisance or creates a public disturbance.
3. Causing damage to Club property and/or to another person's property at the LCRC premises or at organised rowing activities elsewhere; or depriving the Club or that person of that property.
4. Sexual relations between a coach, manager or committee member and a rower or sculler who is less than eighteen years of age, irrespective of the wishes and desires of that rower or sculler, are absolutely forbidden.



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5. The use or encouragement of drugs and banned substances to enhance or inhibit performance. The banned substances list is as outlined under the Australian Sports Commission's Doping Policy.
6. Statements which are deemed to denigrate other rowers, scullers, coaches, officials, committee members, spectators and visiting personnel.
7. Harassment, sexual or otherwise.

PROCESS FOR DEALING WITH A BREACH

1. A breach, or suspected breach, of this Code shall be referred to the President of LCRC.
2. The breach, or suspected breach, will be investigated in accordance with Clause 11 of the LCRC Constitution, and the LCRC Grievance Policy.
3. All persons who have had a decision made against them shall have a right of appeal in accordance with Clause 12 of the LCRC Constitution.

Relevant References

- Rowing NSW Code of Conduct can be found within the RNSW website www.rowingnsw.asn.au
- Australian Sports Commission website www.ausport.gov.au
- Play by the Rules website www.playbytherules.net.au

Policy Review & History

- Adopted by LCRC Committee on 3rd February 2016