

White Rock Boathouse, Inc.

Code of Conduct

White Rock Boathouse, Inc. (WRB) includes the White Rock Boathouse, the Historic Boathouse at T & P Hill, and The Filter Building. Everyone associated with WRB shall maintain a high standard of conduct, including responsible behavior and consideration for the safety and well-being of the public and all affiliations of WRB. We shall treat each other, our equipment, and facilities with respect, and we shall display good sportsmanship both on/off water, whether at White Rock Lake or while representing the club at off-site events/regattas.

The following is understood:

- I will adhere to the published White Rock Rowing and Paddling Safety Guidelines
- I will promote the spirit and culture of rowing and paddling; loyalty, and commitment to WRB are paramount to the community environment of the Boathouse and Boomerang
- I will show respect and consideration to others, fostering a safe, non-threatening environment
- I will place my safety and that of my teammates first
- I will improve our surrounding community and club by contributing my efforts, experience, and/or skills by volunteering at WRB supported events
- I will affiliate with White Rock at all competitions, including but not limited to, regattas and ergattas; all exceptions must be approved by the Head Coach or Program Director

Any person associated with WRB may be suspended from, removed from, or denied admission or access to the boathouse and premises, club, board, or committee for cause, upon decision by a three-fourths majority vote of the Board of Directors. Any dues paid will not be refunded. "Cause" shall include, but is not limited to:

- Anyone employed by or volunteering as a coach or mentor for another junior, middle school, or adult rowing program in the Dallas area will not be accepted as a participant in our programs or club membership due to the conflict of interest it poses for the clubs
- WRB equipment may not be used to train at other facilities or by coaches not affiliated with WRB, on or off the water
- Willful violation of published WRB standard policies, rules, regulations, and guidelines
- Recruitment of adults, juniors, or middle school athletes to participate at other competing clubs is forbidden
- WRB reserves the right to deny participation in any of our programs or club membership to anyone who has broken the Code of Conduct
- Repeated unsportsmanlike behavior
- Harassment or discrimination based on any characteristic protected by law
- The use of illicit drugs or alcohol before or during rowing or paddling
- Willful disregard of club property/equipment, personal property or equipment, or any property or equipment of WRB tenants stored within or outside of WRB property
- Behaving in a reckless manner, taking unnecessary risks, or acting in such a way that may place anyone at risk of injury or place property at risk of damage, e.g. drunk and/or disorderly conduct
- Engaging or encouraging conduct that is detrimental to WRB or anyone associated with WRB
- Engaging or encouraging conduct that would bring WRB or the sport of rowing or paddling into disrepute
- Unfounded malicious or libelous remarks or any actions that may impair the good reputation of WRB or anyone associated with it
- Any actions that may impair the successful operations of WRB programs
- Use of WRB facilities or docks for any purpose deemed hazardous in the sole discretion of the WRB organization
- Theft or dishonesty of any kind
- Unauthorized use and distribution of personal addresses, email addresses and phone numbers of anyone associated with WRB, including but not limited to, intentional distribution of misinformation of any kind
- Unauthorized use of WRB branding, trademarks, copyright, and other property (information, reports, etc), whether financial gain is realized or not
- Destroying, defacing, or damaging City of Dallas, Texas property maintained by WRB
- Criminal conduct, mischief, or unauthorized use in or on City of Dallas, Texas property maintained by WRB
- Disregarding these directives or any directive from the Head Coach, Assistant Coaches, or Program Director

This Code of Conduct may be amended from time to time by a majority vote of the Board of Directors.

Reporting Procedure

All complaints must be immediately reported to Head Coach or Program Director in writing. If a coach or supervisor receives a report, they must immediately forward it to the Head Coach, or Program Director. Reports should include the name(s) of the complainant(s), name(s) of the individual(s) allegedly involved in the misconduct, and the type(s) of alleged misconduct. Reports or incidents warranting confidentiality will be handled appropriately, and information will be disclosed to others only on a need-to-know basis. The investigation will be completed and a determination regarding the alleged incident(s) will be made and communicated to the complainant(s) and to the person(s) accused. Your concerns, complaints, and/or suggestions are taken seriously by WRB, and you will not suffer any type of adverse actions if you pursue a problem, complaint, or suggestion using this procedure.