



Melbourne Rowing Club Code of Conduct

1. Purpose

The purpose of this Code of Conduct (**Code**) is to outline the type of behaviour which is encouraged by Melbourne Rowing Club (**MRC**).

This Code also lists some examples of behaviour which shall be deemed by MRC to be “conduct unbecoming” or “conduct not in the interest of MRC and the promotion of its objectives”. These examples are illustrative only and are in no way intended to be an exhaustive list of all conduct that will breach this Code.

2. Key Principles

- MRC strives to be a Club where people show respect for others and their property.
- MRC strives to be a Club with an environment which is free from harassment.
- MRC strives to be a Club with a fair and non - discriminatory environment.

3. Melbourne Rowing Club Rules

MRC Members acknowledge and agree that this Code has a direct relationship with the MRC Rules. Members agree that a breach of this Code may result in action being taken under the grievance procedures adopted by MRC as set out in the MRC Rules.

4. MRC Member acknowledgements

Each MRC Member agrees to:

- not act in a manner unbecoming, or contrary to the interests of MRC;
- treat people involved in rowing with courtesy, respect and with proper regard for their rights and privileges as a MRC Member;
- respect the decisions of MRC coaches, squad leaders, rowing officials and the MRC Committee;
- treat another person's property with respect and due consideration of its value;
- demonstrate a positive commitment to MRC's Rules and policies;

- be professional in, and accept responsibility for their actions;
- be aware of, and maintain an uncompromising adherence to, Rowing Victoria's and Rowing Australia's standards, rules, regulations and policies;
- operate within the rules of the sport including guidelines that govern rowing in Victoria and Australia;
- not misuse funds or property belonging to third parties; and
- uphold and not injure or compromise, the standing and reputation of rowing.

5. Examples of unsuitable behaviour

- Abusing or causing objective offence to other rowers, scullers, officials or event organisers. This includes genuine statements which are designed to denigrate and/or intimidate another person, whether said directly to that person or not.
- Excessive consumption of alcohol and acting in a way that becomes a public nuisance or creates a public disturbance.
- Causing damage to another person's property, or depriving that person of that property.
- Sexual relations between a coach, manager or support staff 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.
- Failing to cooperate with crew members, squad members, MRC members or the MRC Committee.
- Harassment, sexual or otherwise.