



Commercial Rowing Club Code of Conduct & Good Practice

Version	Date	Author	Changes
V1.0	Nov 2023	N. Gallagher	New Combined version to include All members, including Adult members Replaces 2022 COC for: 1) Young people, 2) Parent/Guardians 3) Coaches/Volunteers
Board & Committee Approved: Jan 2024			

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1. Introduction

The Mission of Commercial Rowing Club is to be recognised as one of the premier rowing clubs in Ireland and be committed to providing a fun environment for our athletes, coaches and volunteers. We want our rowing community to be the best it can, where everyone is encouraged to perform to the best of their abilities.

It is also important to recognise that there is a set of mutual dependencies between the members, Club coaches and officials and, in the case of junior members, parents. This Code of Conduct seeks to set out the roles and responsibilities for each of these three parties'. It is important to stress that this code and decisions arising will strive to be athlete centered as much as possible. The purpose of this Code of Conduct therefore is to set out important policies and procedures that should support the Club sustain a safe environment for our members as well as clarity on the roles of coaches, officials and parents. This Code of Conduct sets the standard of behaviour within the club for: Athletes and Competitors, Coaches and Sports Leaders, Parents and Guardians and Children and Young People.

By becoming a member or renewing your membership you confirm your compliance with Commercial Rowing Club's Code of Conduct, so please take the time to read this document.

2. Members

Commercial Rowing Club seeks to provide an excellent sporting environment for all members involved in sport. Our members are entitled to be given enjoyable, safe, sporting opportunities, free of abuse of any kind. However, with rights there will always be responsibilities. Members can benefit greatly from the Club in terms of physical and personal development, competition and enjoyment. As members of the Club, they must realise that they also have a responsibility; a responsibility to treat other members, coaches and officials with fairness and respect too.

Every member, coach and parent/carer supporter is an ambassador of the club and is expected to behave in a way that is true to the Club's Code of Conduct and positively represents the club.

At Commercial Rowing Club we believe that members should be entitled to:

- Have fun and experience a sense of enjoyment and fulfilment
- Be safe and feel safe
 - Expect Good and responsible behaviour from other members at all times
 - Be treated with respect, dignity and sensitivity and enjoy an environment free of discrimination on the grounds of age, disability, race, religion or belief, sex, sexual orientation, etc
 - Enjoy an environment free of sexual harassment or sexual abuse
 - Be protected from the threat or reality of verbal and physical abuse
 - Be afforded appropriate confidentiality
- Make their concerns known and have them dealt with in an appropriate manner
- Express their views, be listened to and be believed
- Comment and make suggestions in a constructive manner
- Zero tolerance of sexist or racial language including, 'banter'.
- Quality and well informed coaching

3. Code of Conduct for ALL Members

At Commercial Rowing Club we pride ourselves on the friendly and welcoming atmosphere that our members create by behaving in a friendly and professional manner at all times:

- Be friendly and welcome new members.
- Be supportive and committed to other team members, offer comfort when required
- Behave in a safe and responsible manner as well as be mindful of the safety of others
- Respect for all coaches as they freely give their time to train crews
- Respect for all club officers and committee members and other volunteers as they carry out club policy as volunteers
- Respect other members regardless of ability, cultural or ethnic origin, gender, sexual orientation or religious beliefs, avoid criticising or engaging in demeaning description of others
- Not threaten others nor engage in acts of verbal or physical abuse or other types of abuse.
- Refrain from use of bad language
- Refrain from bullying behaviour, including bullying behaviour using technologies such as chat rooms or texting.
- Should observe and demonstrate the highest standards of conduct and professionalism at all times.
- Foster a positive team culture within the club and avoid/remove any elements of a blame culture as this leads to destructive/negative behaviour
- Tidy up and help with clean ups after training and club events.
- Help with and support Club events and Fundraising activities
- Pay Club Membership, competition and other fees promptly
- Adhere fully to Club's rules and regulations including this Code of Conduct

4. Code of Conduct for Athletes and Competitors

When practicing, training or competing at clubs, competition and events:

- **Behaviour:**
 - Behave sensibly and follow all instructions from coaches
 - Dress appropriately – TOPS to be worn at ALL times in gym and on the water.
 - Clothing with inappropriate words/images which could cause offence are not be worn.
 - Refrain from consuming Food or Drink (except water/sports drinks) in the gym
 - Help keep the club and surrounding area clean and tidy and free from trip hazards.

- **Club Equipment:**
 - Take proper care of Club equipment and report any damages to Coach/Club Captain
 - Handle Club equipment with care and in line with elected captain's instructions/permission. Do not use equipment belonging to others without their permission
 - Clean & wipe down Gym and Rowing equipment and return it to designated storage area after use. When wiping down Ergs/Bikes, wipe screens only, do not spray screens directly

- **Health & Safety:**
 - Tell somebody else if they or others have been harmed in any way
 - In the case of junior members, know that it is acceptable to talk to the Club Children's Officer with any concerns or questions they may have
 - Keep Passage ways to exits and changing rooms free at all times, remove any trip hazards
 - Lockup boathouse, gym & club if last person/group using the club
 - Adhere fully to Club's Health & Safety policies

- **Incidents/accidents:**
 - Inform coach of any accidents/near accidents that occur right away, no matter how minor and complete an incident report. In the case of Junior members, the coach/responsible adult should complete the incident report. The incident report should be submitted to Captain and Safety officer as soon as possible.
 - Members are obliged to notify appropriate first aiders, coaches and Safety Officer in the event of an emergency or accident
 - The member/coach should advise the Captain of any breakages to equipment or repairs that are required as a result of an incident.

- **Training:**
 - Do your best – put in best effort in training and in competition.
 - Improve and develop your skills.
 - Train and compete fairly
 - behave sensibly and follow all instructions from coaches
 - avoid inappropriate relationships with your coach
 - keep to agreed timings, or inform the coach/relevant person if they are going to be late or unavailable for training and regattas
 - Be punctual and show respect for other crew members
 - The coach will discuss any inappropriate behavior with you/your parents/carers and will refer to the committee, where necessary

- **Competitions & events:**
 - Represent the Club, your crew and other members with pride and dignity
 - Wear official club racing kit while representing the club in competitions and events.
 - Respect all Coaches, Officials, Umpires as well as your opponents and other water users
 - Be gracious in defeat and modest in victory
 - Act in accordance with the rules of any competition or event entered
 - Study in advance, understand, and follow the rules, regulations and guidelines of the competition/event entered with regards to safety, emergency procedures, boating, marshalling, and cancellation
 - Follow the directions of marshals, umpires and officials of the club/competition/event
 - Accept the decisions of officials of the event

- **Alcohol/ Illegal substances, members should:**
 - Not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in training, coaching, officiating or assisting others in rowing and whilst representing the club.
 - Not use or encourage others to use any form of illegal drug whilst on club premises, or whilst representing the club at competitions rowing camps, presentations and other such situations
 - not take any banned substances

Disciplinary Procedure - all members should be aware that:

- Any member found using illegal substances, listed illegal drugs will face Gross misconduct proceedings and may be expelled from the club.
- Any member found to be supplying illegal substances to others will be reported to An Garda Siochana, will face gross misconduct proceedings as well as being expelled from the club.

Any breach in this Code of Conduct will be dealt with appropriately and in accordance with the Commercial Rowing Club's Complaints and Disciplinary process

5. Code of Conduct for Coaches and Sports Leaders

Rowing Guidance for Working with Young People and Vulnerable Adults

Rowing provides an excellent pathway for people to learn new skills, become more confident and maximise their own potential. Through their participation, they can learn and develop life skills, have fun and enjoyment, make friends and experience life in a way that can enhance their personal growth throughout their lives.

People become involved in rowing for a variety of different reasons. They come from a variety of sporting backgrounds and take on various roles within clubs and other organisations. Irrespective of their role or responsibility, coaches and leaders all share the common goal of providing opportunities for young people and vulnerable persons.

Coaches, parents, carers and administrators all have an important role to play in promoting good practice in sport. They should have, as their first priority, providing safety and enjoyment of the sport.

Coaches achieve satisfaction from working with young people and vulnerable persons. Focusing on the individual participants' needs and performance encourages young people to achieve and demonstrate enjoyment, equality and fair play. They will come to realise that standards of behaviour are as important as sports performance.

In taking this approach young people and vulnerable persons are encouraged to:

- Do their best – put in their best effort.
- Improve and develop their skills.
- Make friends.
- Play by the rules.
- Appreciate/accept everyone in the group, regardless of ability, race, religion, gender etc.

Athlete Centered Approach

Coaches need to be aware of why young people and vulnerable persons want to try rowing. They want to learn new skills, make new friends, be part of a group, to win and be successful, experience challenges, excitement and action.

While winning is important, it must be remembered that winning at all costs does not meet the needs of all athletes. Results are not necessarily a good indicator of coaching effectiveness or ability, the improvement level of those in rowing and their level of enjoyment is.

Coaches should aim to provide a safe and enjoyable environment where young people and vulnerable persons are placed at the centre of all activities.

In promoting good practice and creating an athlete centred approach coaches should:

- Act as good role models.
- Encourage and be positive during sessions so that participants leave with a sense of achievement.
- Set challenging, realistic but achievable goals.
- Plan each session appropriately and ensure proper levels of supervision.

- Ensure that all activities are inclusive and allow all participation in an enjoyable way.
- Put the welfare and enjoyment of young people and vulnerable persons first and strike a balance between this and winning or achieving results.
- Enforce the principles of fair play treating each person equally, with dignity and respect and ensure that everyone plays within the rules.
- Be aware of the developmental stages and needs of those in rowing.
- Avoid over training and over emphasis on competition.
- Involve parents/guardians and carers in the athletes rowing development.
- Be qualified and up to date with the latest coaching knowledge and skills.
- Ensure selection of crews is open and transparent. The crews and athletes are to be notified in advance of the race in writing and a copy of the selected crew forwarded to the captain
- Discuss food from an educational perspective at group level only and in the context of nutrition and healthy eating habits.
- Arrange a meeting with Parents of Junior Athletes early in the season outlining plans for the year, commitment required from athletes, Crew selection policy, etc.
- Arrange a meeting with Parents of Junior athletes and Junior athletes (and Child safeguarding officer if available) in advance of overnight trips for Junior Athletes to confirm & clarify – Accommodation, Supervision, Transport, Events Timetable (if avail), Food arrangements & Rules to be applied. Permission slips for overnight trips to be issued to parents and collected by coaches for all Junior athletes.

Minutes of this meeting as well as the arrangements for the trip agreed with the parents at the meeting, will be documented by the coaches, agreed with the captain and circulated to parents in advance of the trip. This will avoid any miscommunications/misunderstandings and ensure all are informed/aware.

Best Practice

In keeping young people and vulnerable persons at the forefront of planning and practice, coaches can be confident that participants will enjoy their rowing experiences and that their actions are regarded as safe and in keeping with the principle that welfare of is of paramount consideration.

Coaches are given a position of trust by parents/guardians and rowers, and should show the highest standards of behaviour whilst in the company of young people and vulnerable persons. It is important that coaches follow an agreed code of good practice, and parents/carers/club officials are satisfied that coaches are suitable to lead the activities undertaken. It is important to note that in adhering to these guidelines we ensure not only a safe environment for young people and vulnerable persons, but also a safe environment in which coaches and volunteers can operate.

Coaches/volunteers should never:

- Exert undue influence over a participant in order to obtain personal benefit or reward.
- Share a room with a young or vulnerable person alone on away trips.
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and/or make sexually suggestive comments about or to a young or vulnerable person.
- Abuse their position of trust by engaging in any sexual activity with under 18's or adults defined as adults at risk. This will be subject to club/governing body disciplinary procedures.

- Use any form of corporal punishment or physical force on a young or vulnerable person.
- Take measurements or engage in certain types of fitness testing without the presence of another adult.
- Take weight measurement of any Junior athlete – aged 18 and under.
The only exception is coxes for J18 events at the Irish Championships, who are required to be above a minimum weight to be eligible to cox at J18 events at the championships. Coaches may ask parents to verify the Junior coxes weight for J18 events, in advance of the Irish Championships. Junior coxes participating in J18 events at the championships will be weighed by Rowing Ireland officials at the Irish Championships in advance of their races.
- Undertake any form of therapy (hypnosis etc.) in the coaching of young or vulnerable people

Most coaches work in an environment where it is recognised that, in a sporting context, certain types of coaching require a ‘hands on approach’, i.e., it may be necessary to support a participant in order to physically demonstrate a particular technique. This should only occur when necessary and in an open and appropriate way within the boundaries set by the coaching award or needs for safety, but with the knowledge, permission and full understanding of the participant concerned and his/her parent/guardian/carer.

Coaches must realise that certain situations or friendly actions could be misinterpreted, not only by the rower, but by others with limited knowledge of the requirements of the sport or person’s motivated by jealousy, dislike or mistrust and could lead to allegations of sexual misconduct or impropriety. Therefore, coaches should be aware of, and avoid all situations conducive to this risk.

Where possible, coaches/volunteers should avoid:

- Excessive amounts of time with young people or vulnerable persons away from others.
- Taking sessions alone (always employ “Two Person” supervision).
- Taking young people or vulnerable persons to their homes.
- Taking young people or vulnerable persons on journeys alone in their car.

Safety

Coaches have a responsibility to ensure the safety of the participants with whom they work as far as possible within the limits of their control. Therefore, coaches should seek to create a safe and enjoyable environment for rowing and training.

In this respect:

- Regular safety checks should be carried out in relation to premises, training facilities and equipment.
- Appropriate safety rules should be adopted and implemented.
- Parent/guardian/carer should be informed of the starting and finishing times of training sessions and events.
- A first aid kit should be available at all training sessions /events and injuries should be recorded, with a note of action taken in relation to each one. Never put injured rowers out to compete.
- Parent/Guardian/Carers should be notified of injuries/illness which their children/young persons incur while participating in any rowing activity.

In promoting “Sport for Fun” coaches should:

- Encourage participation and fun.
- Promote the development of skills as opposed to winning at all costs.
- Emphasise and praise effort.
- Act as a good role model.
- Actively discourage participants from abusing umpires, officials, crew mates or opponents.
- Insist on FAIR PLAY.
- Be realistic with your expectations.
- Be aware of participants’ feelings.
- Teach rowers to respect different cultures.

Coaches should be aware that young people & vulnerable persons also have a Code of Conduct and should also be encouraged to realise that they also have responsibilities to treat other participants, officials, coaches and volunteers with the same degree of fairness and respect.

Responsibility to Report

Any person, who has concerns about a young or vulnerable person’s welfare or who suspects that a young or vulnerable person is being abused, or is at risk of abuse, has a responsibility to report their concerns the Club Children’s Safeguarding Officer, the Designated Liaison Person or to the Local Statutory Authorities.

Persons unsure about whether or not certain behaviours are abusive and therefore reportable, are advised that they can seek advice from the duty Officer at the local Garda station where they will receive appropriate advice.

In cases of emergency where a young or vulnerable person appears to be at immediate and serious risk and the duty social worker is not contactable, call the Gardai.

Under no circumstances should a young or vulnerable person be left in a dangerous situation, pending intervention by the Statutory Authorities.

Coaches / volunteers, young people, vulnerable persons and parents / guardians / carers should be aware of how and to whom they report concerns within the club or organisation.

Mobile Phones and Social Media

Mobile phones and communication devices are often given to young people and vulnerable persons for security, enabling parents / carers to keep in touch and make sure they are safe. However, such technology has also allowed an increase in direct personal contact with young and vulnerable persons, in some cases used to cross personal boundaries and cause harm.

Within our club there is a need to encourage responsible and secure use of these devices.

In this respect Coaches are advised to:

Use group texts for communication among athletes and teams and inform parents / carers of this at the start of the season.

- Not to have constant communication with individual athletes.
- Don't use the phone in certain locations; inappropriate use of your camera phone may cause upset or offence to another person, e.g. changing rooms, or may cause a safety risk e.g. on the water.
- Not 'friend' or 'follow' young people on social media. (Young people may 'follow' leaders on social media so leaders should make sure any content they post is appropriate.)
- Ensure messages left to or from young people on social network sites are written on an open page (e.g. A Facebook 'Wall') and not in a private message or by using 'chat' [one-on-one].
- Not network with youth members of their organisation/group via closed [one-on-one] chats e.g. Facebook messenger, WhatsApp, etc. This should be done only through 'Group Chat.'
- Ensure any emails sent to young people via the site must be sent to at least one other leader (this can be done by 'bcc' if necessary).
- Not communicate with young people in their organisation/group via email/text etc late at night.
- When signing off a post or email leaders should not do so in a way that could be misconstrued or misinterpreted by the recipient. Simply sign your name.
- Ensure parental permission is received before pictures of videos of children or young people are posted online.
- Ensure any disclosures of abuses reported through a social networking site must be dealt with according to Rowing Ireland reporting procedures.

Any breach in this Code of Conduct will be dealt with appropriately and in accordance with the Commercial Rowing Club's Complaints and Disciplinary process.

6. Code of Conduct for Parents and Guardians

Rowing and Young people / Vulnerable persons

Rowing provides an excellent pathway for young people and vulnerable persons to learn new skills, become more confident and maximise their own potential. Through their participation, they can learn and develop life skills, have fun and enjoyment, make friends and experience life in a way that can enhance their personal growth throughout their lives.

People become involved in rowing for young people and vulnerable persons for a variety of different reasons. They come from a variety of sporting backgrounds and take on various roles within the club. Yet irrespective of their role or responsibility, they all share the common goal of providing opportunities for young people and vulnerable persons.

Parents, coaches and administrators all have an important role to play in promoting good practice in sport for all. They should have, as their first priority safety and enjoyment of the sport for young people and vulnerable persons.

Commercial Rowing Club strives to provide a safe atmosphere and for rowing to be fun and wants to ensure that no matter what level of the sport young people are involved in, that it takes place in the spirit of 'FAIR PLAY'. Focusing on individual participants' needs encourages people to achieve and demonstrate their enjoyment. Through this they will come to realise that standards of behaviour are equally as important as sports performance. There is a Code of Conduct for Young Persons

Guide for Parents / Guardians

Parents / guardians play an important role in promoting young people's and vulnerable people's happiness and success in rowing and sport in general.

Parental expectations and behaviour have a significant bearing on people's attitude and behaviour while participating in sport.

Parents / guardians need to be aware of why young people and vulnerable people want to participate. Young people and vulnerable people want to learn new skills, make new friends, be part of a group, to win and be successful, experience challenges, excitement and action.

While winning is important, it must be remembered that winning at all costs does not meet the needs of participants. Results are not necessarily a good indicator of coaching effectiveness or ability. The improvement level of rowers and their level of enjoyment is a better measure.

Support and encouragement from parents / guardians will contribute to young / vulnerable people having:

- A sense of personal achievement.
- An enjoyment of rowing.
- Improved physical fitness.
- Higher self-esteem.
- A greater level of skill.
- Improved social skills.

It is important for parents / guardians to find out what young / vulnerable people want from rowing and help them to set realistic targets to achieve this. **For some this may involve controlling their own aspirations and avoiding the desire to force their own dreams or unfulfilled ambitions on them.**

It is important to:

- Encourage but not force young / vulnerable people to be active.
- Know when he / she is ready to race/train.
- Encourage healthy lifestyle habits.
- Attend training and events where possible.
- Promote and teach FAIR PLAY.
- Teach young people to treat umpires, rowers, coaches, and officials with respect regardless of race, creed, colour, sex or ability.
- Help young / vulnerable people to set realistic targets.
- Help young / vulnerable people with decision making.
- Be positive in the debrief with your young person, on the drive home or after an event.

Parents/Guardians should not:

- Ignore or dismiss complaints or concerns expressed by a young person which relate to his/her involvement in rowing.
- Ridicule or shout at a young person for losing a race or making a mistake.
- Treat any Club as a “child minding service”
- Take safety for granted.
- Put undue pressure on any young person to please or perform well.
- Most importantly parents / guardians should: “LEAD BY EXAMPLE” and remember the message “children see children do”.

Parent / Coach Co-operation

It is important that parents / guardians establish contact with the individual responsible for coaching their young person.

In addition, parents / guardians should:

- Give the coach help when asked and show appreciation for a job well done.
- Support the coach’s and umpires’ decisions. These individuals are only doing the best they can and they need support not anger.
- Respect the coach’s private life and limit the need to contact them outside of the club time and only when essential.
- Inform the coach about any illness, injury, holidays, etc.
- Make an effort to attend training and regattas.
- Collect your young / vulnerable person promptly at the end of sessions at the agreed time.
- Communicate any concerns you may have to the coach.
- Make sure the young person has appropriate equipment/clothing/refreshments.
- Encourage FAIR PLAY at home and do not instill a “win at all costs” attitude in young people.
- Be positive or be quiet, negative comments are counter-productive.
- Conduct themselves in such a way which promotes the definition of FAIR PLAY.
- Be prepared to be asked to leave by officials or club personnel if behaviour is contrary to the definition of FAIR PLAY.

Parents / Guardians should **never**:

- Insult rowers or club personnel.
- Argue with, or shout abuse at officials, and they should actively discourage young players from doing likewise.
- Suggest or encourage cheating, aggressive or unfair behaviour.
- Placing undue or inappropriate criticism on a rower, causing them unnecessary or unhealthy levels of stress.
- Behave with physical or verbal aggression towards another person (actual or threat).
- Engage in any "harassment".

In promoting "Rowing for Fun" everyone involved should:

- Encourage participation and fun.
- Promote the development of skills as opposed to winning at all costs.
- Emphasise and praise effort.
- Act as a good role model.
- Insist on Fair Play.
- Be realistic with expectations.
- Be aware of young people's feelings.
- Teach rowers to respect different cultures

Young people should also be encouraged to realise that they also have responsibilities to treat other children, umpires, fellow players, coaches and volunteers with the same degree of fairness and respect.

Responsibility to Report

Any person, who has concerns about a young or vulnerable person's welfare or who suspects that a young or vulnerable person is being harmed, abused, or is at risk of abuse, has a responsibility to report their concerns to the Club Children's Safeguarding Officer, the Designated Liaison Person or to the Local Statutory Authorities.

Persons unsure about whether or not certain behaviours are abusive and therefore reportable, are advised that they can seek advice from the duty Officer at their local Garda Station where they will receive appropriate advice.

In cases of emergency where a young or vulnerable person appears to be at immediate and serious risk and the duty social worker is not contactable, call the Gardai.

Under no circumstances should a young or vulnerable person be left in a dangerous situation, pending intervention by the Statutory Authorities.

Commercial Rowing Club has clear procedures for responding to reports or concerns relating to the safety and welfare of young or vulnerable persons. Coaches/volunteers, young or vulnerable persons and parents/guardians/carers should be aware of how and to whom they report concerns within the club.

Grievance procedure

If an athlete, junior athlete or parent has an issue, they should bring it to the attention of the coach of the group as soon as the issue arises. If the issue is not resolved to their satisfaction at this level, they should bring it to the attention of the Club Captain (captain@commercialrc.ie) or another member of the committee.

If the issue is in relation to Child Safeguarding, they should bring the issue to the Child Safeguarding officer in the first instance and then to the attention of the Club Captain if not resolved.

Mobile Phones and Social Media

Mobile phones and communication devices are often given to young people and vulnerable persons for security, enabling parents/carers to keep in touch and make sure they are safe. However, such technology has also allowed an increase in direct personal contact with young & vulnerable persons, in some cases used to cross personal boundaries and cause harm.

Within clubs there is a need to encourage responsible and secure use of these devices. In this respect coaches working with your young person are advised to adhere to the following requirements (the following is a sample of the advice given to coaches):

- Use group texts for communication among athletes and teams and inform parents/carers of this at the start of the season
- Not to have constant communication with individual athletes
- Don't use the phone in certain locations; inappropriate use of your camera phone may cause upset or offence to another person, e.g. changing rooms, or may cause a safety risk e.g. on the water.
- Not 'friend' or 'follow' young people on social media. (Young people may 'follow' leaders on social media so leaders should make sure any content they post is appropriate).

Parents/guardians:

- Should be asked to give their approval for leaders to communicate with their young people via social networking sites, or by any other means of internet communications (e.g. email).
- Should be asked for permission before pictures or videos of young / vulnerable people are posted online.
- Must ensure any disclosures of abuses or poor practice related to Commercial Rowing Club through any social networking site is reported to the Club Children's Safeguarding Officer, the Designated Liaison Person, if available, otherwise to the Coach or Club Captain.
- Are expected to behave in an appropriate manner online and in discussion forums by refraining from posting negative comments about the sport, other rowers, parents or coaches officials online.

7. Code of Conduct for Children and Young People

Rowing for Young People

This code of conduct applies to all young people under the age of 18 years.

Commercial Rowing Club is committed to Safeguarding and promoting the wellbeing of all of its members. It believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they have about any aspect of the sport with their parents or the person within the club you are comfortable with (ideally the club Designated Liaison Person, Club Children's Safeguarding Officer or your own coach).

As a rower within Commercial Rowing Club, you are expected to abide by the following code of practice:

Young People are expected to:

- Be friendly and welcome new members.
- Be supportive and committed to other team members, offer comfort when required.
- Not get involved in inappropriate peer pressure and push others into something they do not want to do. Report any bullying behaviour being directed at any of your peers.
- Keep within the defined boundary of the rowing club and rowing area.
- Behave and listen to all instructions from the leader/coach. Stay within the rules and respect umpires and their decisions (you are representing the club at all events).
- Take care of equipment owned by the club/sport.
- All members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background or religious beliefs or sexual identity.
- Refrain from the use of bad language or racial/sectarian references. This includes bullying behaviour using technologies like chat rooms or texting.
- Refrain from bullying behaviour or persistent use of rough and dangerous play.
- Keep to agreed timings for training and competitions or inform the coach if you are going to be late.
- Wear/bring suitable kit - to include appropriate clothing, footwear, and a full change of clothing and towel- for training and events, as agreed with the coach.
- Pay Club Membership, competition and other fees promptly
- Young people are not allowed to smoke on rowing premises or while representing the Club.
- Young people are not allowed to consume alcohol or drugs of any kind on rowing premises or while representing the Club at away events.
- Show respect to other young rowers/leaders and show team spirit.
- Keep yourselves safe.
- Report inappropriate behaviour or risky situations for young rowers.

- Play fairly and be trustworthy.
- Show loyalty and be gracious in defeat.
- Respect opponents.
- Not cheat.
- Not use violence/aggression towards others.
- Make your club a fun place to be.

Young People have the right to:

- Be safe and happy in their chosen activity
- Be listened to
- Be respected and treated fairly
- Privacy
- Enjoy rowing in a protective environment
- Be referred for professional help if needed
- Be protected from abuse or harm by others in rowing or outside sources
- Participate on an equal basis, appropriate to ability
- Experience competition and the desire to win
- Be believed
- Ask for help

Any misdemeanours or general misbehaviour will be addressed by the immediate coach and reported verbally to the Club Children's Safeguarding Officer. Persistent misbehaviour may result in dismissal from the Club. Parents / Guardians will be informed at all stages.

Dismissals may be appealed with final decisions taken by the Club Committee or referred to the Rowing Ireland depending on the procedure followed.

Any breach in this Code of Conduct will be dealt with appropriately and in accordance with the Commercial Rowing Club Complaints and Disciplinary process.