

Specific Rules and Guidelines

Everett Rowing Junior Crew Team members are expected to adhere to the rules and guidelines as listed below.

1. Show respect to coaches, teammates, competitors, and volunteers at practices, trips, and regattas, and all other activities sponsored by ERA.
 2. Adhere to safety guidelines of the ERA.
 3. Attend all practices unless excused by the coach/coaches.
 4. Adhere to the Athlete Code of Conduct.
 5. Show good sportsmanship during practices and at regattas.
 6. Take care of equipment as though you paid for it yourself.
 7. Language is an extension of your self-respect and integrity. Do not use poor choices in expression/exclamation – specifically name calling or using disrespectful or profane language.
 8. Provide 100% effort at all times. In order to achieve the goals we have set, we need to exercise maximum effort physically and mentally.
 9. Be a leader at all times. Encourage other rowers to add to the strength of the entire Everett crew. Our goal is to be the best, most respected team in the Northwest and nationally. Every rower is a part of achieving that goal, and we can only achieve it as a team.
 10. Help out! Don't be a passive participant. When you see something needs to be done, do it.
- "Discipline" is the key word to these expectations. Everett Rowing will maintain a high level of respect among our competitors and achieve a better climate for success by following these guidelines. Make a disciplined effort personally and as a team leader to follow these goals.

Further:

General misbehavior or disrespect shown to coaches or parent chaperones; First offense: warning.

Second offense: non-participation and attendance at the next regatta. Third offense: removal from the team. If the rower is to return home, it will be at the expense of the parents.

Decisions regarding the imposition of any sanction (discipline, suspension, expulsion, and warning) for a violation of the behavioral guidelines outlined herein will be made by the Director and coaching staff.

Conflict Resolution:

If you or your rower has a concern or issue with a coach or a teammate that you are unable to resolve on your own, you are requested to contact the ERA Director who will assist with the process of reaching a resolution.

ATHLETE CODE OF CONDUCT

Acts that may lead to discipline, suspension or expulsion of a junior rower include, but are not limited to, those listed below:

- Commission of a criminal act as defined by law
- Possession or use of any dangerous weapon or object
- Assault, aggressive behavior, intimidation, extortion, bullying, or hazing of another person, whether in person or through electronic or social media
- Use, consumption, possession, buying, selling or giving away of alcoholic beverages, marijuana, or any controlled substance or drugs, not prescribed by a physician
- Use of tobacco
- Improper possession of athletic equipment belonging to the Everett Rowing Association, a teammate, or another team
- Destruction or defacing of property
- Disruptive conduct
- Disobedience of reasonable instructions of crew authorities
- Theft

Athletic Suspension and Expulsion: Prior to the suspension or expulsion of any athlete, a conference shall be conducted with the athlete as follows:

- The head coach and Director will present to the athlete an oral and/or written notice of the alleged misconduct, the evidence in support of the allegations.
- The athlete shall be provided the opportunity to present an explanation.
- Following the conference with the athlete, the Director may impose suspension or expulsion. The Director shall orally notify the athlete of the action taken, and advise the Board of Directors (Athlete Eligibility Committee) of the imposed suspension or expulsion. The Director will also notify athlete's parent/guardian of the action taken, the reason for such actions, and points of contact to arrange an informal conference.

Appeal Process: Upon the imposition of sanctions for conduct violations, any aggrieved athlete and parents of said athlete shall have the right to an informal conference with the Director to request relief from the imposed disciplinary measures, or for reconsideration. If the parties are unable to agree at the informal conference, the aggrieved party may appeal to the Board of Directors (Athlete Eligibility Committee).

Reinstatement Process: An athlete who wishes to rejoin his/her team after a period of suspension must apply for reinstatement by submitting the following to the Director:

1. A letter requesting reinstatement that includes intent to fully comply with ERA standards of conduct.
2. When suspension is due to a drug, alcohol, or tobacco violation, the athlete shall also submit:
 - a. Results, as applicable, of a drug, alcohol and/or tobacco assessment by an individual agency that is acceptable to ERA. Results and treatment recommendations will be shared with family and Director.
 - b. As applicable, proof that a drug, alcohol and/or tobacco counseling or preventative education program has been successfully completed.
3. The Director may waive any or all of the requirements above if deemed appropriate.