



Nelson Rowing Club Code of Conduct Policy

Introduction - Code of Conduct Policy

Golden Edge Nelson Rowing Club's Code of Conduct sets the standard for behaviour, participation, and culture across all Club activities. It exists to promote a healthy, safe, and respectful environment where every rower—novice to elite—can develop fitness, discipline, teamwork, and self-worth while enjoying fair and inclusive access to the sport. The Code guides how we treat one another, how we represent the Club, and how we protect the wellbeing of everyone involved. The Code also applies to non-rowers, i.e. coaches, parents and volunteers.

Expectations

All members, coaches, parents and volunteers must model the Club's standards by:

- Creating a positive and encouraging atmosphere.
- Reporting hazards, unsafe behaviour, or discrimination promptly.
- Following coaches' guidance and club safety procedures.
- Fair play in competition and respectful communication in all forums.

Breaches of the Code will be addressed through fair, timely processes that prioritise education, restoration. In some cases, further action may be taken depending on the seriousness of the breach.

How This Policy Helps Our Club

This Code protects individuals, strengthens teams, and preserves Golden Edge Nelson's reputation as a welcoming, high-performing community. It ensures that every member can grow in confidence, skill, and wellbeing while contributing to a culture that values respect, excellence Inclusion, fulfilment and fun.

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1. Purpose

This unified policy promotes a healthy competitive rowing environment while maintaining opportunities for all rowers to participate in the sport. It encourages teamwork, discipline, fitness, self-worth, and a safe, respectful, and inclusive culture across all Nelson Rowing Club activities.

2. Scope

This policy applies to:

- **Athletes:** Rowers and coxswains participating in training, regattas, and club events.
- **Non-rowers:** Management, coaches, parents, guardians, volunteers, supporters, and persons connected to club activities.
- **All members:** Anyone participating in or supporting club activities, including travel, training camps, competitions, and social functions.

3. General Principles

- **Respect:** Treat all members, officials, volunteers, and the public with respect, dignity, and courtesy at all times.
- **Integrity:** Uphold the reputation of the Club; maintain high standards of honesty and professionalism on and off the water.
- **Safety:** Follow Club Health & Safety policies, RNZ Water Safety Code, and instructions from coaches and officials.
- **Inclusion:** Refrain from discrimination or harassment; support an environment free from bullying, including cyber bullying.
- **Accountability:** Understand and accept consequences for breaches; report concerns promptly through appropriate channels.
- **Role modelling:** Model good behaviour, smokefree environments, and responsible choices around alcohol.

4. Athlete Code of Conduct

4.1 Attendance

- **Training times:** Learn and know your training times.
- **Absences:** Inform your coach in advance if you will miss a training session.
- **Punctuality:** Arrive fully prepared at least 5 minutes prior to the given time.
- **Regatta logistics:** Learn and know regatta travel times.
- **Commitment:** Understand that failure to consistently attend training affects your performance, your crew, and future selection.

4.2 Behaviour

- **Respect for leaders:** Respect and listen to your coach, manager/parent helpers and the coxswain at training and regattas.
- **Representation:** Physical appearance and attitude represent yourself and your crew; conduct yourself in a way that reflects well on the Club.
- **Substances:** Possession or use of illegal drugs, tobacco, vape products, and banned performance-enhancing drugs is strictly prohibited at all times.
- **Team rules:** Abide by team rules regarding cell phone use, lights out, and personal conduct at regattas and training camps.
- **Media:** Ensure movies, printed material, and music in your possession reflect well on the Club and yourself.
- **Social media:** Use best judgment; all public posts should reflect well on the Club and yourself.
- **Safety:** Conduct yourself with personal and team safety in mind.
- **Bullying:** Zero tolerance to bullying, including via social media and digital communication.

4.3 Additional Points for Rowers Over 18

- **Role modelling:** Model good behaviour at all times and events, including respectful communication, maintaining smokefree environments, and making responsible choices around alcohol.

4.4 Additional Points for College Rowers

- **Alcohol:** Possession or consumption of alcohol when representing the Club or your school is strictly prohibited at all times.
- **School representation:** Represent your school respectfully, observing expectations for appearance, attitude, team rules, social media use, and bullying.
- **School rules:** All school rules apply when representing your school at a school regatta.

4.5 Equipment

- **Care of property:** Treat all Club equipment (boats, oars, cox boxes, ergometers, weights) with due respect to avoid damage and wear.
- **Health & safety:** Abide by the Nelson Rowing Club Health & Safety rules.
- **Reporting damage:** Report any damage to club or gym property to your coach or trainer promptly.

4.6 Effort

- **Team first:** Rowing is a team sport; no individual is more important than the team.
- **Preparation:** Training is physical and mental preparation for racing; put in your best effort at training and regattas.
- **Selection:** Crew selections are made by coaching staff in the interests of the whole squad and may not always align with personal preferences.
- **Selection criteria:** Objective measures (e.g., erg times, seat racing) may be used, but coaches' professional observations of athleticism, attitude, and effort are primary considerations.

5. Travelling as a Club

- Rowers travelling with the Club represent themselves, the Club, the sport of rowing, and the community from departure until returning home.

5.1 Athlete Responsibilities

- **Regatta management:** Abide by decisions of the Regatta Manager and Coaches, including bedtime and lights out.
- **Uniform:** Wear Club and/or school uniform with pride; it is a privilege to represent your club and/or school.
- **Conduct:** Display excellent manners and responsible behaviour; be courteous and show respect (thank drivers, coaches, Regatta Manager, parent helpers).
- **Officials & hosts:** Be polite to staff and other guests at accommodation; be respectful of Regatta Officials.
- **Substances:** Possession or use of illegal drugs, tobacco, vape products, and banned performance-enhancing drugs is strictly prohibited at all times.

- **Team support:** Support, encourage, and look after every other Club team member.
- **Accommodation etiquette:** Maintain high standards; clean and tidy up after yourselves.
- **Rest & study:** Respect individuals' need for rest and/or study times.
- **Curfews:** Adhere to curfews set by Regatta Manager and Coaches at all times.
- **Reporting:** Take responsibility to report behaviour that does not adhere to the Code of Conduct to Coaches, Regatta Manager, and/or parent helpers.
- **Misbehaviour:** The Regatta Manager may address disciplinary matters immediately; instances involving alcohol or drugs must be reported to the Regatta Manager, Club Captain, and/or Senior Coach.

5.2 Consumption of Alcohol

- **Under 18:** Possession and consumption of alcohol is strictly prohibited at all times.
- **18 and over:** Model good behaviour, including responsible choices around alcohol.
- **School events:** If 18 and representing your school, school rules apply (i.e., no alcohol).

5.3 Additional Points for College Rowers

- **Room socialising:** Male and female rowers may socialise in each other's rooms with the door open and with express permission of all occupiers.
- **Other teams:** Athletes from other teams may be allowed in rooms with the door open and approval of the Regatta Manager.
- **Cell phones:** Use appropriately; phones must be switched off at lights out. Inappropriate use may result in confiscation until the end of the regatta.
- **Leaving accommodation:** May leave only if accompanied by at least one other rower, with permission from the Regatta Manager, and must check back in at the agreed time.

6. Non-Rowers Code of Conduct

6.1 Parents & Guardians

- **Policy adherence:** Agree to abide by the Code of Conduct – Non-Rowers.
- **Support athlete compliance:** Ensure your child/children abide by the Code of Conduct – Athletes.
- **Health & safety:** Agree to abide by the Club's Health & Safety policies.
- **Sportsmanship:** Support efforts to remove verbal and physical abuse or unsportsmanlike behaviour.
- **Role modelling:** Model good behaviour, respectful communication, smokefree environments, and responsible choices around alcohol.
- **Officials' decisions:** Respect and abide by officials' decisions and teach children to do likewise.
- **Complaints process:** Understand the complaints process and follow proper procedure if you feel unjustly treated.

- **Respect roles:** Respect coaches, officials, volunteers, and administrators and their roles within the Club.
- **Communication with coaches:** Ensure the Coach is informed regarding absenteeism, medical conditions, or relevant matters concerning your child.
- **Emergency information:** Provide emergency contact information and be reasonably available in case of an emergency.
- **Child protection:** Abide by the Club's Child Protection Policy.
- **Police vetting:** Agree to undertake a Police vetting check if you are a member of the Regatta Management team.

6.2 Coaches

- **Policy adherence:** Agree to abide by the Code of Conduct – Non-Rowers and Club Health & Safety Policies.
- **Respect & dignity:** Respect the rights, dignity, and worth of every individual.
- **Role modelling:** Model good behaviour; be a positive role model for the sport and athletes.
- **Rules & safety:** Understand and comply with RNZ and Club rules regarding Water Safety.
- **Collaboration:** Work collaboratively with other coaches and members; contribute positively to development and competition discussions.
- **Integrity:** Do not participate in or benefit from sports betting or gambling related to rowing events/results you are involved in.
- **Fair play:** Operate within the rules of the sport and the spirit of fair play; encourage athletes to do the same.
- **Drug-free sport:** Advocate an environment free of drugs and performance-enhancing substances per Drug Free Sport NZ guidelines.
- **Confidentiality:** Do not disclose confidential information relating to athletes without prior consent.
- **Boundaries:** Refrain from initiating a relationship with an athlete under 18; discourage attempts by athletes to initiate inappropriate relationships.
- **Seek expertise:** Seek advice and assistance when additional expertise is required
- **Risk management:** Adopt appropriate risk management strategies to ensure training and competition environments are safe.
- **Medical support:** Encourage athletes to seek medical advice when required.
- **Safeguarding:** Be alert to any forms of abuse directed towards athletes from other sources while in your care.
- **Police vetting:** Agree to undertake a Police vetting check.
- **Child protection:** Abide by the Child Protection Policy.

6.3 Management

- **Policy adherence:** Agree to abide by the Code of Conduct – Non-Rowers and Club Health & Safety Policies.
- **Child welfare:** Carry out duties with the understanding that the welfare of children is paramount.
- **Professional conduct:** Be professional, fair, considerate, and honest with others.

- **Conflict resolution:** Resolve conflicts fairly and promptly through established procedures.
- **Governance:** Follow Club policies and procedures; set up, maintain, and revise rules in the Club's best interests and communicate them to members.
- **Records:** Keep and store securely all documentation related to meetings, correspondence, and minutes.
- **Communication:** Ensure effective communication with members via recognised channels (email, website, social media).
- **Confidentiality:** Respect confidential/sensitive information encountered in your role.
- **Role modelling:** Model good behaviour, respectful communication, smokefree environments, and responsible choices around alcohol.
- **Child protection:** Abide by the Child Protection Policy.

6.4 Volunteers

- **Representation:** Conduct yourself in a friendly, courteous, and professional manner; you represent yourself and the Club.
- **Policy adherence:** Agree to abide by the Code of Conduct – Non-Rowers and Club Health & Safety Policies.
- **Role modelling:** Model good behaviour, respectful communication, smokefree environments, and responsible choices around alcohol.
- **Language & behaviour:** Do not use abusive language or disrespectful behaviour towards volunteers, members, or the public, verbally or physically.
- **Safety focus:** Place the safety and welfare of participants above all else.
- **Property:** Respect the possessions and property of the Club.
- **Respect:** Respect other volunteers and the public.
- **Illegal substances:** Do not consume illegal drugs or substances during any volunteering events or activities.
- **Confidentiality:** Respect confidential/sensitive information encountered in your role.
- **Inter-club respect:** Treat representatives of other clubs/regions with respect and encourage rowers and coaches to do the same.
- **Child protection:** Abide by the Child Protection Policy.

7. Social Etiquette & Club Culture

7.1 Social Protocols

- **Non-discrimination:** Refrain from any form of discrimination; treat everyone equally regardless of gender, sexuality, disability, ethnicity, or religion.
- **No harassment:** Refrain from verbal, physical, or digital harassment.
- **Respect & autonomy:** Respect others' rights, dignity, and worth; recognise individual autonomy, including decision-making.
- **Club reputation:** Never act in ways that bring disrepute or disgrace to the Club, stakeholders, sponsors, potential sponsors, or partners.
- **Fair dealing:** Be fair, considerate, and honest in all dealings.
- **Integrity:** Maintain high standards of integrity.

- **No bullying:** Do not engage in or allow bullying behaviour, including cyber bullying.
- **Avoid private situations:** Avoid private or unobserved situations that could be misconstrued.
- **No sexual harassment:** Do not behave in ways that sexually harass others.
- **Avoid harassing behaviours:** Avoid behaviours perceived as harassment or abuse.
- **Verbal conduct:** Do not engage in verbal conduct that may constitute harassment (e.g., sexual advances; sexual comments, stories, jokes; repeated unwanted invitations; condescending remarks; comments on appearance, ability, age, private life; sending sexually explicit messages).
- **Challenge behaviour:** Challenge inappropriate behaviour if you feel safe and comfortable to do so.
- **Shared responsibility:** Take ownership for creating a safe, comfortable space for all members.

7.2 Accountability & Escalation

- **Report breaches:** Report breaches to the appropriate authority immediately—first to the Club Captain or Club President; if unavailable or uncomfortable, report to any Committee member.
- **Consequences:** Understand possible consequences for breaching this Code (warning, suspension, expulsion, or other measures deemed appropriate by the Committee).
- **No victimisation:** Refrain from any victimisation of individuals making complaints or reporting breaches.

7.3 Club Responsibilities

- **Immediate safety:** Ensure individuals concerned are safe from immediate harm.
- **Leadership consultation:** Consult the Club President immediately.
- **Impartial process:** Provide an impartial process for dealing with harassment or bullying.
- **Natural justice:** Assist resolution of formal complaints applying natural justice and procedural fairness per the Club Constitution.
- **Complaints handling:** Deal with formal complaints in accordance with the Club's Complaints Policy and Procedure.
- **Timeliness:** Respond to complaints in a timely manner.
- **Confidentiality:** Protect confidentiality of parties as far as possible under this Code.
- **Dignity:** Protect integrity and self-esteem of all individuals involved.

8. Breaches, Reporting & Discipline

- **Immediate action:** The Regatta Manager may deal with misbehaviour or disciplinary issues on the spot, If appropriate, no further action may be taken.
- **Escalation:** All instances involving alcohol or drugs must be reported to the Regatta Manager, Club Captain, and/or Senior Coach.
- **Formal processes:** Breaches of this policy may lead to warnings, suspension, expulsion, or other measures as deemed appropriate by the Committee, and may be escalated to governing bodies where necessary.
- **Protection from harm:** The Club will prioritise member safety and apply impartial, fair processes consistent with Club policies, Child Protection Policy, and Complaints Policy.

9. Health, Safety & Safeguarding References

- **Health & safety:** Members agree to abide by Nelson Rowing Club Health & Safety Policies.
- **Water safety:** Coaches and athletes must understand and comply with RNZ Water Safety Code and Club water safety rules.
- **Child protection:** All members agree to abide by the Club's Child Protection Policy; police vetting may be required for specific roles.
- **Drug-free sport:** The Club advocates drug-free sport within guidelines of Drug Free Sport New Zealand.

10. Acknowledgement & Agreement

All members are required to read, understand, and agree to abide by this policy as a condition of their membership. By joining the Rowing Club, members commit to upholding the values and standards set out in this policy.
