MRA Adult Member Code of Conduct
“Work Hard and Be Nice.”

The MRA is based on the principle that hard work and humility will bring great reward for individuals, crews, and our entire association. We will all strive to value and respect, in a judgment-free zone, members of the organization regardless of skill level, age, or ability. As members of the MRA, and therefore spokespersons of the organization, we are to represent these values at all times within ourselves, our crew, our team, our boathouse, our local community, and amongst our competitors. This Code guides our ‘way-of-life’ at Marin Rowing. It underlies our rules and policies for ensuring the safety and well-being of all participants. Following this credo is central to being a member in good standing. Marin Rowing recognizes that making mistakes, acknowledging them and learning from them are critical parts of the educational experience. We also recognize that, in many instances, corrective action is the best method of disciplining behavior. If or when there is any disagreement we ask that you bring that concern to the forefront via the reporting procedures outlined below.

Failure to adhere to the conditions and rules of the MRA as outlined will result in disciplinary action. Depending on the severity of the violation, consequences may include a warning, suspension, or expulsion from the club. Marin Rowing grants the executive director broad discretion in choosing and imposing consequences of member violations in communication with the member, coach, staff and board of directors.

Working Together: The Ultimate Team Structure
To be successful in achieving our mission, it is essential that members, coaches, staff and the board work together as a cohesive team. We will, individually and collectively, do our part to create and maintain trust, respect, and care throughout the club by accepting responsibility for our own actions.

Member Behavior
Members are expected to treat their coach, the staff, and fellow teammates respectfully. Swearing and inappropriate gestures towards anyone are not allowed. Members will base their actions on honesty, integrity, and concern for the welfare of others. In doing so they will not lie, cheat, or steal and will not condone such action on the part of others. Members will look out for the facility and the equipment, doing no harm to either.

Social Networking
Marin Rowing members who access social networking sites (Facebook, My Space, Twitter, etc.) should act responsibly and show respect for the rights and feelings of others. Gossip, insults, and libelous, demeaning, or derogatory pictures or comments about others, especially teammates, coaches, staff or Marin Rowing are strictly prohibited. Threatening or harassing statements or pictures are also prohibited. Members and Staff should exercise appropriate discretion when using social networks for personal communications with the knowledge that behavior on social networks may result in disciplinary action.

Staff Authority
The MRA grants our coaches and staff the authority to enforce this credo and all rules and regulations of the organization. We expect the staff to call attention to, and to correct, individual or group behavior that is not consistent with this credo. All staff members are entrusted with enforcing rules, policies, and procedures and they have the authority to discipline and ultimately remove members whose behavior is inconsistent with these guidelines, with staff having followed MRA disciplinary procedure outlined above.

Grievance and Disciplinary Reporting Procedure
If any member wishes to report a grievance, or questions the actions of another member, coach, or staff member of the MRA, they can promptly report the facts of their concern and the name of the involved individual(s) to their coach, or any MRA staff member.

The following is the proper procedure for filing a grievance:
First, a captain or coach should be contacted and given the immediate opportunity to directly address the concerns that have been raised; The executive director is the next point of contact if the captain or coach is unable to positively resolve the issue in question, or if there is no coach, or if the concern is regarding the coach. The board of directors will make a final determination of a dispute or grievance only if satisfactory results have not been achieved from the process outlined above.

As a matter of Disciplinary Procedure, staff has the authority and the responsibility to clearly communicate to the individual(s) involved their concern regarding the actions that are under inquiry and how the behavior is not in line with the rules of this organization. Members must take immediate responsibility for their actions. If the behavior does not change, be advised that staff does have the authority to ask you to leave and follow-up with you and the executive director at a later time.

Confidentiality
All information shall be kept confidential to the extent reasonably possible to handle the issue. Witnesses and those interviewed shall be informed of the confidential nature of the issues, and shall be informed that it will be a violation of this policy to disclose the allegation or the nature of the subject matter to others and shall be subject to disciplinary action as defined in this policy.

Retaliation Is Prohibited
The initiation of an allegation will not subject the individual reporting the incident or witnesses to retaliation nor will it affect such person’s dealings with Marin Rowing. It shall be a violation of this policy to engage in such retaliation. An allegation of retaliation shall be considered as a separate incident, shall be investigated, and shall be subject to disciplinary action as defined in this policy.