



# CODE OF CONDUCT

*To Be Reviewed and Signed by Both Athlete and Parent/Guardian*

Dallas United Crew Youth Team operates on the philosophy that all rowers and coxswains have the right to learn the sport of rowing. To do so, each athlete needs a climate that is satisfying and productive and is not filled with disruptive behavior by other athletes. This document, in conjunction with the USRowing SafeSport Policy, presents guidelines for maintaining such an atmosphere during practices, regattas, and other team sponsored events.

**1. Behavior:** Rowing represents the pinnacle of team sports, and one poor attitude can significantly affect the performance of the entire team. All rowers must always demonstrate good sportsmanship. Respect for other participants, coaches, equipment, officials, chaperones, and spectators is essential for fair competition and is expected at all times. An athlete negatively impacting the team will not be permitted to attend team functions. This includes but is not limited to: fighting/physical harassment, physical behavior that may put DUC equipment in jeopardy, use of racial slurs, sexual harassment, promiscuous behavior, indecent gestures, disruptive conduct, profanity, and disobedience to authority - including coaches, race officials, regatta staff, and chaperones. This includes any team sponsored activity at the Boathouse, the Power Plant, on buses, in hotels, at restaurants, and at a regatta site.

**2. Attendance:** Rowing is a team sport – participants depend on each other. When a rower or coxswain does not come to practice it upsets the entire boat. Actions and in-actions affect everyone on the team. Consider this and act accordingly. Unavoidable absences must be emailed and communicated directly from the athlete to the coaching staff as early as possible. Missed practice will impact boatings.

**3. Driving:** Rowers who drive a car to practice are required to drive safely at the practice site. **The posted speed limit on Lawther Road is 20 mph. The recommended speed limit in the Power Plant parking lot is 15mph. It is expected all athletes will operate vehicles in a safe and respectful manner on their way to and from practice. Examples of disrespectful driving are: excessive engine noise, tire spin, speed or driving off pavement.** No rower, regardless of age, is permitted to drive themselves to any away regatta. Prior to leaving regatta site using alternate transportation, rowers must provide coach and chaperone with an email or written permission, signed by a parent or guardian.

**4. College Recruitment:** Development of athletes to the collegiate level will be an element of the DUC curriculum. It is expected that the recruitment process involves the appropriate DUC coaches. All visits, commitments and opportunities should be discussed with the coach, the athlete, and the athlete's family in an appropriate time frame for the individual.

**5. Zero Tolerance Controlled Substances Policy:** Dallas United Crew is committed to maintaining an environment that celebrates rowing as a component of a healthy, wholesome lifestyle and depends heavily on hard work and cooperation. Each athlete must have complete trust that the other members of their team are committed to maximum performance at the best of one's ability. In that spirit, the following policy of controlled substances has been adopted:

Any Junior Athlete found in possession or under the influence of alcohol, cigarettes, vapes or any non-currently prescribed controlled substance will be subject to discipline, including but not limited to removal from the team for at minimum the remainder of the current season. This policy can be assumed in effect upon joining Dallas United Crew- and extends to off-site and out of season activities. All DUC athletes are assumed stewards of the program in public spaces, at regattas, and at school. This commitment to remain substance free begins from the athletes first practice- and remains the expectation until they leave the organization.

Junior rowers found to be **in the presence of** others and teammates participating in the above-mentioned substance use **while participating in practices, regattas, team meetings, social functions, including travel to and from these functions, may also be subject to discipline.**

The decision to terminate an athlete's membership will fall solely to the Head Coaches. Parents of athletes terminated due to the violation of the Zero Tolerance Controlled Substances Policy are not entitled to any refund of membership dues or program fees regardless of the date of termination.

**6. Theft:** Rowers will be respectful of others' possessions and understand they are financially responsible for any damage they may cause. Theft, unauthorized use and purposeful destruction of private property reflects negatively on the entire team and will not be tolerated. Destruction or vandalism of Boathouse or Power Plant property as well as unauthorized access in unauthorized areas, will not be tolerated. Individuals (and parents) will be held financially responsible for any damage to equipment, rooms, buses, etc.

**7. Hazing, Harassment and Bullying Policy:** Any form of abusive behavior, harassment, bullying or cyberbullying committed against another will not be tolerated and may subject me to team suspension or worse, dismissal. At the same time, if you are the one being mistreated, harassed or bullied, you will immediately report it to the Coaching Staff.

## ENFORCEMENT

Failure to abide by the rules expressly written here, in the USRowing SafeSport Policy, or given verbally by a Coach or Chaperone, may result in one or all of the following: removal from the line-up, immediate suspension from events or dismissal from the DUC Youth Team. In each case, the Coach will consult all parties involved, notify parents and Deputy Director and file an incident report as follows:

**1. Warning.** For minor violations. Coach will give warning to rower and file an internal incident report. If repeated warnings are necessary, parents will receive phone call from coach to discuss violations and possible solutions. Warnings are considered a first strike that do not carry year-to-year.

**2. Removal from line-up.** For more serious violations or repeated warnings within any given year. A second strike does carry year-to-year.

**3. Immediate suspension from events.** For very serious violations. Meeting will be held with parents and Deputy Director to discuss violations, length of suspension, and possible solutions. Parents may be required to retrieve a suspended or dismissed rower from a trip at their own expense. A third strike also carries year-to-year.

**4. Dismissal from team.** For most serious violations or repeated violations after attempting to solve issues with steps 1-3 prior to dismissal.

***It is worth noting coaches and chaperones have a mandatory requirement to file an incident report when rules are broken.***

## ATHLETE, COACH & PARENT RELATIONSHIP

Parents and coaches both are united by the goal of improving the lives of the athletes in our care. By establishing an understanding of each position, we are better able to accept and respect the responsibilities and actions of one another and provide a mutually respectful relationship for the benefit of the team, as well as the individual athletes. As a parent, you should know the expectations placed on your athlete as a member of Dallas United Crew. This will begin with clear communication from the coach of your rower and respect for the coach-athlete relationship.

### Expectations of the Coach

- To be a good role model
- To be a mentor
- To be a leader
- To have a positive attitude
- To facilitate learning
- To help set team and individual goals
- To ensure safety
- To teach skills
- To create a methodology of team success.
- To clearly communicate expectations

- To be as fair and objective as possible

### **Expectations of the Athlete**

- To be respectful of their teammates and coaches, the equipment, facilities, and members of opposing teams
- To learn how to set goals and work to achieve them
- To work hard and train with diligence every practice
- To listen and strive to improve in response to coaching instruction
- To communicate effectively with coaches, teammates, and opposing teams
- To concentrate and focus
- To be on time to practice and races
- To attend practice on a regular basis and only miss practice for an acceptable reason
- To demonstrate mental toughness or grit
- To have a positive attitude
- To be a good teammate

### **Communication expected from the coach**

- Clear communication with athletes and parents, including about the following:
- Goals of the coach for the season
- Expectations the coach has for the athletes on the team
- Practice time, schedule, attendance policy, team rules
- Team requirements (extra practices, etc.)
- Discipline procedures for violating team rules.

### **Communication coaches expect from parents**

- Support for discretionary decisions
- Support for the athlete-coach relationship, including encouragement of athletes to at least attempt to resolve problems directly with the coach
- Concerns expressed directly to the coach, rather than to other parents or athletes
- Support for the athlete to notify the coach of any schedule conflicts well in advance
- Communication about personal issues, or issues of special concern, regarding and athlete

### **Appropriate Concerns for Parents to Discuss with Coaches**

- Safety concerns
- The treatment of your rower, mentally and physically
- Ways to help your rower improve, both athletically and academically
- Concerns about your athlete's behavior
- Confirmation of the athlete's excused absences from practice
- Injuries and illness of the athlete

### **Inappropriate Concerns for Parents to discuss with Coaches**

- Boat and seat assignments
- Other rowers, unless their behavior is unsafe or violates team rules
- Training strategy
- Race strategy

## **GRIEVANCE POLICY**

If you have an issue that cannot be resolved by the coach and athlete which you would like to discuss with a coach, please follow these guidelines:

Please email the coach to set up a time to meet or have a discussion by phone.

If the coach cannot meet you or does not respond to your request for a meeting, or does not address your concern, please contact the Deputy Director.

The Deputy Director will involve the Executive Director at their discretion.