

Long Beach Rowing Association Code of Conduct

All members should endeavor at all times to advance LBRA and the sport of rowing in the best traditions of sportsmanship. Promoting enjoyment, participation, personal improvement, high standards of competence, character, civility, and citizenship through rowing should be every member's goal.

All members of Long Beach Rowing Association should always conduct themselves in a kind and courteous manner in and around the boat house and on the water.

We share the boat house with 4 other organizations and all members should be mindful of promoting good relations with our co-tenants and helping everyone have a positive and enjoyable experience at the boat house. Members always should act in a kind respectful manner to enhance a spirit of cooperation, mutual respect, and trust among the members and co-tenants.

When on the water, always be polite and good neighbors to other users of Alamitos Bay and the Marine Stadium.

When in and around the boat house, please be aware of our Spinkaker Bay neighbors. Especially be aware of reducing the noise levels early in the mornings and late in the evenings.

It is the responsibility of LBRA members to contribute to a friendly and healthy boat house environment. All members have a responsibility to follow safety rules and to immediately report accidents, injuries, and unsafe or broken equipment .

We all have the responsibility to contribute to the good governance of LBRA and help maintain and improve it's reputation in the local and rowing community. Members should treat members, co-tenant, and all neighbors with courtesy and respect, without harassment or physical or verbal abuse.

Members should at all times avoid behavior at the boathouse that, although not rising to the level of harassment or abuse, may nonetheless create an atmosphere of hostility or intimidation.

Members are expected to act with tolerance, sensitivity, respect, and impartiality toward all persons, regardless of age, sex, cultural or ethnic background.

Members should refrain from inappropriate behavior, including but not limited to impulsive, disruptive, sexually harassing, disrespectful behavior or derogatory and inflammatory behavior.

Some of the specific actions that are not permitted by Long Beach Rowing Association Members in and around the boathouse or on the water:

- 1) Any behavior that can be reasonably deemed to create a hostile boathouse environment or make others uncomfortable in the boathouse, shall be prohibited.
- 2) The diversity of LBRA members and co-tenants is a tremendous asset. Any discrimination or harassment based on race, color, religion, sex, and national origin will not be tolerated.
- 3) No use of pejorative language .
- 4) No intoxication on boathouse premises.
- 5) Verbal abuse, harassment, display of anger and aggressive behavior is prohibited.
- 6) Threats to harm others and physical violence is prohibited.
- 7) No use of the boat house for activities unrelated to rowing or physical training without the express permission of the LBRA Board of Directors..
- 8) No use of the LBRA Membership list for sales solicitation of products or services that are unrelated to rowing.
- 9) No dogs are allowed inside the boat house at any time.
Dogs outside must be leashed at all times.

Board members shall make themselves available to members who may wish to raise concerns in confidence and to deal with such situations in an impartial and sensitive manner. Board members will endeavor to create an atmosphere in which members feel free to use, without fear of reprisal, the Board for conflict resolution, and to express concerns about situations that are conflictive and sensitive. Failure to observe LBRA's code of conduct will be grounds for disciplinary action by the Board. Disciplinary actions will be imposed for such misconduct depending on factors such as the nature and seriousness of the violation and the member's prior record of conduct.

Any member violating this code of conduct will either be issued a warning letter by the LBRA Board or have his membership suspended and be barred from the boathouse premises, depending on the severity of the violation. If a member is suspended by the board, the member can appeal for re-instatement by appearing before the board at a subsequent LBRA meeting.

Before disciplinary action is imposed, the member will be given the opportunity to present his/her views on the alleged misconduct to the board .