

## Attachment to FCRA Policies & Guidelines

### CODE OF CONDUCT (behaviors supporting our Mission, Values & Culture)

As FCRA members, we:

1. Embrace our community by eliminating barriers to foster growth in the sport of rowing.
2. Treat each other with Dignity, Respect and Fairness.
3. Value Diversity by embracing all people and their unique abilities, strengths and differences.
4. Take an active role to volunteer in fundraising, maintenance or administrative activities.
5. Ensure all forms and fees are delivered timely.
6. Adhere to FCRA Club Policies including Safety, Membership, Equipment, Code of Conduct and Safe Sport. Safe Sport <https://usrowing.org/sports/2016/6/1/safesport.aspx?id=10>
7. Comply with all State, County and local laws including no firearms or controlled substances.
8. Are committed to be Good Neighbors with Horsetooth Park Rangers, Marina Staff and the neighboring community. As a representative of FCRA, please be courteous, display a current park pass and obey all traffic signs including: 15 mph speed limit and two stop signs entering Inlet Bay Marina lot.
9. Are obligated to protect our members, youth, and guests from forms of misconduct including:
  - Harassment, Bulling and Discrimination.
  - Unwelcome physical contact.
  - Display of offensive, derogatory or sexually explicit, comments, jokes, photos on social media, etc.
  - Abusive gestures, verbal abuse or threats.
10. Avoid Conflict of Interest to protect FCRA Tax-exempt interest of a transaction or arrangement of profits and assets that might benefit the private interest of a member. We will follow State and Federal laws governing conflict of interest (FCRA By-Laws).
11. Secure personal information by not sharing outside FCRA.
12. REPORT violations of FCRA Policies, Code of Conduct or Safe Sport in writing. [LINK](#) Reporting Form
13. Understand that disciplinary action may result from a violation of FCRA Code of Conduct or Safe Sport, ranging from warning to termination of membership.
14. Understand that rowing is a privilege and not a right.