



CRC HARASSMENT POLICY

The Cincinnati Rowing Club has been built on a foundation of broad participation and respect for all members as well as anyone we come in contact with as members of the club. Thus it strongly supports the efforts of USRowing to ensure a respectful and harassment-free environment exists in the sport of rowing and in every rowing organization. We have always had a strong program to protect the safety of our members, and this policy is simply an extension of that policy. Like our mutually supportive safety program it is the responsibility of every member to support this policy, report or confront any issues and display the interpersonal respect it represents.

Our policy follows and applies to all members, families of members who participate in any club sanctioned activities, anyone contracted to assist in our programs, volunteers who may help with club activities, members of other clubs we interact with and the general public we may interact with as we engage in the sport we love in the community.

Policy Statement

Our long history has been characterized by the respect that this policy encourages and thus the following activities are strictly prohibited:

- Bullying
- Hazing
- Harassment
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct

The definitions included in the USRowing Athlete Protection Program, <http://usrowing.org/Safety/SafeSport.aspx>, will apply to this policy.

Since our membership is restricted to adults over the age of 18, we are not faced with the challenge of ensuring children are protected from any of the above activities. However, we commit to remain vigilant, as we occasionally have the opportunity to observe junior rowing programs and competitions, and look out for the welfare of any children we observe in rowing activities. We will report any inappropriate activity involving such children just like we would our own members.

Incident Reporting

In the event that any member observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or misconduct, it is the personal responsibility of each member and volunteer to immediately report his or her observations to any member of the Cincinnati Rowing Club Board of Directors.

We will take a report in the way that is most comfortable for the person initiating a report including an anonymous, in-person, verbal or written report. Regardless of how you choose to report, it is helpful for individuals to provide, at a minimum, (1) the name of the complainant(s); (2) the type of misconduct

alleged and the name(s) of the individual(s) alleged to have committed the misconduct.

It is essential that potential issues be reported and investigated but, at the same time, it is equally important that the reputations of all involved be protected while issues are investigated and thus confidentiality at this stage is also a measure of respect that we will protect. To the extent permitted by law, and as appropriate, the board member receiving the complaint as well as any board member who becomes aware of the complaint will keep confidential the complainant's name on request, not make public the names of potential victims, the accused perpetrator or the people who made a report of abuse to the authorities.

Regardless of outcome, we will support the complainant(s) and his or her right to express concerns in good faith. We will not allow or tolerate attempts from any individual to retaliate, punish, allow or in any way harm any individual(s) who reports a concern in good faith. Such actions against a complainant will be considered a violation of this policy and grounds for disciplinary action.

A report of abuse, misconduct or policy violations that is malicious, frivolous or made in bad faith is prohibited. Such reports will also be considered a violation of this policy and grounds for disciplinary action. Depending on the nature of the allegation, a person making a malicious, frivolous or bad-faith report may also be subject to civil or criminal proceedings.

Investigation

If a suspected violation of the policy is reported to a board member the board will determine the appropriate steps to address the conduct. Such steps may include:

- The collection of additional information from the individual in question, other individuals with potential knowledge or evidence of the incident or the accused individual
- Mediation, if the concerns raised can be resolved by an open discussion between the parties
- Formal investigation and hearing by a minimum of three impartial individuals
- Retention of legal counsel or investigation services to investigate and/or make a recommendation as to whether a violation of the relevant policy has occurred and/or a recommendation as to the appropriate sanction

If the initial information indicates that an individual's continued membership or participation poses a risk of ongoing physical or emotional harm, the Board President may suspend the accused individual pending final resolution of the complaint to eliminate any danger to a member or other individual. In such instances, the club will provide the individual with notice and offer her/him an opportunity to contest the suspension.

The board President is responsible for ensuring a thorough and impartial investigation is conducted. Depending on the circumstances the President may conduct that investigation personally or may appoint a small committee of club members to complete an investigation. At the completion of the investigation, results will be presented to the full board for review and determination of any resulting action. The primary intent of such investigation and action is to ensure all sides of an issue are heard and understood and that the environment of dignity and respect and a positive relationship among members are maintained. Though disciplinary action may result, that is not the primary intent.

If, following review by CRC, the issue remains unresolved or is not susceptible to resolution at the Member Organization level, it may be reported to USRowing using the USRowing reporting form found here:

https://usrowing.org/sports/2018/4/13/18827_132107104230772015.aspx

Appeal: Any USRowing member may appeal the findings of the hearing panel and CRC to USRowing's SafeSport program. Contact: USRowingSafeSport@usrowing.org.

Training

The Cincinnati Rowing Club will train all members in the spirit and letter of this policy at its annual meeting. Board members will be trained in the policy and their responsibilities at the first meeting of each newly elected board. The Safety Director will be responsible for such training. Though it is not a requirement for membership, all members are encouraged to complete the US Olympic Committee's Safe Sport training program. Note that athletes participating in any USRowing-hosted regatta are required to complete this training.

The training can be accessed here: <https://usrowing.org/sports/2022/12/20/accessing-safesport-training.aspx>