



Behavior and Expectations

1. Athlete Behavior Expectations:

Participation on a rowing team provides a tremendous and valuable opportunity to develop important life skills that will enable our athletes to achieve higher levels of fulfillment and success in high school, college, and their future careers. Above any physical attribution, rowing ability, or erg score, we value the core principles of: **Accountability, Responsibility, Respect, a Positive Attitude, and Teamwork.** These core principles are integral to the smooth functioning and success of our team.

a. The following may impact an athlete's participation or placement in both practice and racing line-ups / seat assignments:

- Inappropriate behavior – not consistent with the core principles outlined above.
- Failure to consistently attend practice.
- Safety and/or health concerns.

b. Insulting, sexually explicit, derogatory, and belittling language will not be tolerated. There must be respect given to each athlete regardless of perceived abilities and performance. This is a LEARNING environment, and everyone's level of ability is valued.

c. No technological device capable of taking photos, streaming / recording are allowed in the locker rooms. (This includes all smart phones.)

d. The Rowing Director and coaches have a long-term plan for team progress, development, and performance. While questions from athletes are encouraged for understanding and education, complaining about a workout is unproductive and impacts the morale of the team. In extreme cases, negativity can affect safety.

e. Athletes are not allowed to drive to/from any away regatta. Regattas can be long and tiresome. Energy levels cannot always be accurately judged and can pose a danger to a young driver and others. Any violation of this expectation will result in immediate dismissal from the team.



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f. Practice and racing attire will be consistent with USRowing's uniform racing requirements, specifically that the torso of the body must be covered.

g. While it is normal for members of the team to have or develop personal relationships with other members of the team, while participating in any activity associated with the team, including practices, races, or volunteer activities, there are to be no public displays of affection between team members. Any contact between team members is to be "brief" in nature, such as fist bumps, high fives, handshakes, or hugs. Prolonged physical contact between team members is inappropriate – at the boathouse (including the parking lot) and during all CJR team events.

2. Attendance

a. Daily Practice Attendance: Attendance is considered mandatory for all programs and all practices. If an athlete is unable to attend a practice, the athlete or parent must notify the coaches on TeamSnap and state the reason by 7pm the day before that practice. Verbal notification is not adequate. Failure to notify the coaches in writing will result in an unexcused absence.

b. Unexcused Absences: If an athlete in any program accumulates five (5) unexcused absences, that athlete will be required to suspend their participation until they are able to resume the regular practice schedule and responsibilities. Prior to the athlete's return, the relevant coaches and parent(s) must meet to discuss attendance and related issues.

c. Emergencies: CJR staff and coaches recognize that emergencies happen – unexpected illness, auto issues, major traffic delays, etc. If an emergency occurs, we ask that the athlete or parent notify the relevant coach as soon as possible, even if it is after the missed practice. Once a coach is notified, that absence will not count towards that athlete's unexcused absences.



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3. Protocol – Progressive Discipline

Due to the nature of this sport, athletes who do not adhere to these principles not only negatively affect their own development and performance but also negatively affect their teammates in the same manner. To encourage positive behavior and teamwork, we have developed the following protocol to address chronic misbehavior:

a. **1st offense** – A verbal warning from the coach or rowing director. This warning will be clearly identified to the athlete as an official notification that sets in motion the following steps.

b. **2nd offense** – A one-page paper will be required by the athlete detailing why the identified behavior negatively affects the athlete and their teammates. Parameters of the paper will be provided to the athlete depending on the offense. Both the athlete and at least one parent will be required to sign the paper. This paper must be submitted, received, and reviewed by the coach(es) prior to resumption of practice.

c. **3rd offense** – Coach and parent meeting

d. **4th offense** – Dismissal from the program

This policy will cover the following:

a. Disrespect of staff, coaches, volunteers, and/or teammates. This includes, but is not limited to:

- Direct verbal attacks
- Backtalk, eye-rolling or other derogatory body language
- Complaining
- Failure to follow instructions.
- Use of a cell phone during practice

b. Any other behavior deemed inappropriate by the Rowing Director.



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4. Protocol – Zero Tolerance

The following actions, if confirmed, will lead to immediate dismissal from the program. If allegations are made or the athlete is caught in the act, parents will be notified right away and a meeting with the director and coach(es) will be scheduled to discuss the matter:

- Alcohol and/or drug use
- Theft
- Intentionally endangering oneself or another person.
- Intentional physical harm or threatening physical harm of another person.
- Intentional damage to equipment, facilities, and/or personal property.
- Driving to, from, or during an away regatta.

5. Expectations for Coaches

Coaches / Assistant Coaches / Program Volunteers are expected to support the “core principles” of the program in the following ways:

- a. Set an example for the athletes by embracing and demonstrating behaviors that are in alignment with these core principles and encourage the athletes to do the same.
- b. Have a thorough understanding of the SafeSport principles, policies, and procedures and uphold strict adherence to these standards. Any concerns with respect to SafeSport should be brought to the attention of the Rowing Director immediately.
- c. Foster a “learning environment” through positive motivation and encouragement. Any critique of technique, effort or behavior should be done with a specific purpose, professionalism, and compassion.
- d. As a coach, if you become uncomfortable with a situation involving an athlete, parent or other coach, it should be brought to the attention of the Rowing Director.



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6. Parental Expectations

Parents and/or guardians of the athletes are expected to support the “core principles” of the program in the following ways:

- a. Encourage the athletes to embrace these principles.
- b. Support the program and coaches where needed to minimize the “off-hours” time requirements of the coaches and staff.
- c. Make sure your athlete(s) is/are communicating with the coaching staff their daily attendance intentions through TeamSnap.
- d. Bring any concern you have with the program to the attention of the Rowing Director, not individual coaches.
- e. Undermining the program without first bringing your concerns to the Rowing Director is not an acceptable way of expressing your discontent. Such behavior may result in your family being asked to leave the program.
- f. Review and understand the basic principles of SafeSport and encourage your athlete to do their part to honor these policies and to bring any SafeSport concerns to your attention.
- g. During regattas, the area around the boat trailer is strictly for athletes and coaches.

7. SafeSport

Chattanooga Rowing adheres to US Rowing’s SafeSport Guidelines and encourages all athletes and parents to be familiar with the policies and expected behaviors therein, especially the policies outlined in the Minor Athlete Abuse Prevention Policies (MAAPP).

- Any athlete who is 18 years of age or older must complete the SafeSport Training before being allowed to participate in the program.
- Athletes who will turn 18 during the season will be required to complete the SafeSport training prior to their 18th birthday to continue participating in the program.



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If an athlete, parent/guardian, or coach witnesses or feels that the principles or policies of SafeSport are being abused or violated, they can contact the Rowing Director or directly contact the US Centers for SafeSport or USRowing as follows:

USRowing – SafeSport Protection Team

- Email: USRowingSafeSport@usrowing.org
- Phone: (609) 751-0713
- On-line Reporting: <http://usrow.us/report>

US Centers for SafeSport

- On-line Reporting: www.uscenterforsafesport.org/report-a-concern
- Phone (702) 531-0340

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