Code of Conduct – Athletes

1. Row Ontario is committed to providing an environment in which all individuals are treated with respect. Further, Row Ontario supports equal opportunity and prohibits discriminatory practices. Members of Row Ontario and participants in Row Ontario's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Row Ontario (Excellence, Integrity, Respect, Leadership, Inclusion).

2. Behaviour that violates this Code of Conduct may be subject to sanctions pursuant to Row Ontario's Discipline Policy.

3. Row Ontario recognizes the independence of Member Clubs, and the authority of Clubs to establish their own Codes of Conduct, Discipline Policies and Dispute Resolution processes. For Athletes who have been selected to a provincial team of Row Ontario or who represent Row Ontario at a regatta or who are involved in a Row Ontario activity, this Code of Conduct will apply.

4. Athletes have a responsibility to:

5. Maintain and enhance the dignity and self-esteem of members and participants of Row Ontario by:
    a. Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, athletic potential, age, marital status, religion, political belief, ability/disability or economic status
    b. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
    c. Focusing comments or criticism appropriately and avoiding public criticism of fellow athletes, coaches, umpires, organizers, volunteers, employees and members
    d. Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct and practices
    e. Maintaining and protecting members' and participants' right to privacy
    f. Interacting with others in a way that enables all individuals to maintain their dignity and respect
    g. Consistently treating individuals fairly and reasonably
    h. Ensuring that the RCA Rules of Racing, and the spirit of such Rules, are adhered to.

6. Adhere to Row Ontario's policy with respect to the use of tobacco while participating in Row Ontario events.

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7. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, as set out in Row Ontario's Anti-Doping Policy.

8. Refrain from any behaviour that constitutes harassment, where harassment is a form of discrimination and is defined in the Ontario Human Rights Code as "a course of vexatious comments or conduct that is known or ought reasonably to be known to be unwelcome." While this applies to any form of harassment, the Ontario Human Rights Code specifically prohibits harassment on the following grounds: race, ancestry, place of origin, colour, ethnic background, citizenship, creed (religion), sex, sexual orientation, disability, age, marital/family status, and/or record of offense.

9. Refrain from any behavior that constitutes hazing or initiation rites that would be required to ensure inclusion in a group or activity within the Row Ontario organization.

10. Refrain from bullying such as the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

11. Comply at all times with the Constitution, policies, rules and regulations of Row Ontario, as adopted and amended from time to time, including complying with any contracts or athlete agreements executed with Row Ontario.

12. At no time engage in an intimate or sexual relationship with a coach with whom the athlete has an athlete/coach relationship

13. Keep confidential any information about fellow-athletes or others gained through rowing activities believed to be considered confidential by those persons

14. Act in the best interests of fellow-athletes' development as a whole person.

15. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete

16. Participate in all competitions, events, activities or projects to which the athlete has made a commitment

17. Adhere to Row Ontario's requirements regarding clothing and equipment.