



**PRINCETON NATIONAL ROWING ASSOCIATION  
MERCER JUNIOR ROWING CLUB  
MERCER ROWING PROGRAM  
CODE OF CONDUCT**

**I. CONDUCT POLICY STATEMENT**

Student-athletes, coaches and all participants in the Mercer Junior Rowing Club (MJRC) are expected to represent themselves and their team with honesty, integrity, and character whether it be academically, athletically or socially. Participation on the team is a privilege, not a right, and should be treated as such. It has many benefits and brings with it a responsibility to be positive and effective members of the team, Princeton National Rowing Association (PNRA) and the broader community.

PNRA/MJRC strives to establish and maintain an environment where student-athletes have an opportunity to learn, practice and compete free from harassment, hazing and inappropriate conduct. This Code of Conduct sets forth the basic standards by which all participants in the Mercer Rowing Programs, including but not limited to athletes, coaches, parents and volunteers, are required to maintain to participate in PNRA/MJRC rowing programs and related activities.

The Mercer Junior Rowing Club, along with the student-athletes who represent our club, are a window to the Princeton National Rowing Association and the Caspersen Rowing Center, an Olympic Training Site. Student-athletes often are in the spotlight and, fair or not, their behavior is subject to scrutiny by their peers, coaches, parents, local and national communities and by the media. The actions of one student-athlete may result in a generalization to all student-athletes and reflect on the individual, team, club and organization, whether it be positively or negatively. It is expected that all student-athletes abide by team, club and PNRA policies including those included in this Code of Conduct.

By participating in PNRA/MJRC activities and/or trips, student athletes and their parents agree to allow PNRA/MJRC Coaches and/or staff, based upon a reasonable suspicion of a violation of this Code, to search their bags and belongings for alcohol, drugs and other materials that may be in violation of this Code of Conduct.

In addition to all MJRC policies, student-athletes are responsible for following all local, state and federal laws.

Student-athletes who do not conform to this Code of Conduct may be subject to consequences for their actions that may include but are not limited to: a warning, suspension, dismissal from the team and/or reporting to the appropriate authorities.

## **II. CONDUCT GUIDELINES**

### **A. Student-Athletes Are Expected To:**

1. Be respectful of all others and to treat people as they would want to be treated.
2. Follow all team rules regarding: hazing, harassment, drinking, drugs, and commitment.
3. Communicate with teammates and coaches with honesty and timeliness.
4. Follow all MJRC rules.
5. Attend all practices and competitions as scheduled unless absences are approved.
6. Take accountability for their own choices and actions.
7. Give 100% in all practices and competitions. MJRC strives to be a highly competitive team, it is not purely recreational.
8. Put the team ahead of themselves. There is no "I" in team.
9. Give their best effort academically, athletically and in life.
10. Represent the team with class and honor.
11. Treat all equipment with responsibility and care.

### **B. Alcohol/Drug Consumption**

The use of alcohol or drugs by student-athletes while involved in any team-related practices, competitions, banquets, travel or other activities (team related or non-team related) is strictly prohibited. Consequences for violating this policy may but are not limited to, the following:

1. Required chemical dependency assessment and/or treatment;
2. Suspension from the team;
3. Loss of eligibility and dismissal from the team without refund; and/or
4. Reporting to the appropriate authorities.

### **C. Hazing and Harassment Policy**

Hazing and harassment by and against any member of the PNRA/MJRC community is prohibited at PNRA, the Caspersen Rowing Center and Mercer County Park. Hazing and harassment is prohibited whenever it occurs at the Caspersen Rowing Center, Mercer County Park or in connection with any MJRC or PNRA affiliated group or activity. Student-athletes who violate the prohibition against hazing and harassment are subject to discipline. Any potential criminal activities will be reported to the appropriate authorities.

Typically, hazing occurs in connection with initiation activities, but it is not limited to initiations. Even if an initiation activity is optional, an individual may not feel empowered to refuse participation. It is possible that a student-athlete may initially voluntarily agree to participate in an initiation activity, and that he or she may later decide within a reasonable period of time that it was an unacceptable hazing activity.

Hazing is any act that endangers the mental or physical health or safety of an individual (including, without limitation, an act intended to cause personal degradation or humiliation), or that destroys or removes public or private property, for the purpose of initiation in, admission to, affiliation with, or as a condition for continued membership in a group or organization.

Harassment or bullying is persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate the targeted athlete(s). Harassment includes unwanted, offensive, and intrusive behaviors that are linked to discrimination – such as a bias against a particular group based on gender, race, ethnicity, religion, or sexual orientation. Bullying and harassment can be carried out at anytime: verbally, socially, physically and in cyber space.

Such activities and situations include but are not limited to:

1. Physical punishment, contact, exercise, or sleep deprivation that causes excessive fatigue and/or physical or psychological shock;
2. Forced or coerced consumption of food, drink, alcohol, tobacco, and/or illegal drugs;
3. Forced or coerced transportation of individuals;
4. Public or private acts with the intent to humiliate, ridicule, intimidate, denigrate, cause indecent exposure or ordeal;
5. Coercing or forcing illegal acts;
6. Coercing or forcing acts that are immoral or unethical;
7. Blocking an individual's academic, athletic, health or personal success;
8. Personal servitude;
9. Mental harassment;
10. Sexual harassment or misconduct;
11. Using electric or electronic devices or electronic venues (including, but not limited to, the internet, cyberspace and cellular phones) to harass or denigrate another person;
12. Deception;
13. Threat of social exclusion;
14. Conduct that is deliberately detrimental to team morale or cohesiveness;
15. Any activity that involves the use of alcohol or any controlled substance; and
16. Any activity that is not in accordance with MJRC established policies.

A person commits a hazing and/or harassment offense if the person:

1. Engages in hazing, harassment or bullying;
2. Solicits, encourages, directs, aids, or attempts to aid another in hazing, harassment and/or bullying activities;
3. Intentionally, knowingly, or recklessly permits hazing, harassment and/or bullying to occur;
4. Has firsthand knowledge of the planning of a specific hazing, harassment and/or bullying incident involving a student and fails to report the plan to the PNRA/MJRC Coaching or other appropriate official of PNRA to prevent the hazing, harassment and/or bullying;
5. Has firsthand knowledge that a specific hazing, harassment and/or bullying incident has occurred, and knowingly fails to report it to the MJRC Coaching Staff or other appropriate official of PNRA.

Individuals involved in any form of hazing or harassment will be held accountable for their actions and will be subject to disciplinary action by the PNRA staff. Disciplinary action may include:

1. Immediate suspension from the team;
2. Permanent dismissal from the team without refund; and/or
3. Reporting to the appropriate authorities.

#### **D. Facebook, Twitter, Cellphone, and/or Internet Use**

No MJRC student-athlete will use Facebook, MySpace, Twitter, email, cellular phone, other electric, electronic or internet device or venue or means to harass or bully teammates, coaches, other teams, rowing officials or other competitors. This includes, but is not limited to, blogs, pictures, or other various postings. If a student-athlete is suspected of or has committed such activities they will be subject to the following penalties:

1. Suspension from the team;
2. Loss of eligibility and dismissal from the team without refund; and/or
3. Reporting of violations to the appropriate authorities when a potential criminal act has been committed.

### **III. Reporting Violations of the Code of Conduct**

Reporting of violations of this Code of Conduct are covered by PNRA's Whistleblower Protection Policy.

If a student-athlete, parent, staff person or volunteer chooses to report a violation of this Code of Conduct by an individual or a group, the person it should be reported to the MJRC Head Coach or alternately to PNRA's Executive Director.

When requested, every effort will be made to protect the identity of the person reporting the grievance. A grievance need not be filed for a disciplinary action to occur.

#### **IV. Acknowledgement**

I have read the above Code of Conduct. I understand that violations of this policy may affect my (my child's) ability to participate in MJRC and PNRA programs and activities.

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**Student-Athlete Name (Please Print)**

\_\_\_\_\_  
**Parent Name (Please Print)**

\_\_\_\_\_  
**Student-Athlete Signature**

\_\_\_\_\_  
**Parent Signature**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Date**