Team River Runner Conduct Policies

Because Team River Runner believes that all veterans deserve health and healing through paddlesports, we have adopted policies to ensure that our organization’s activities are fully inclusive and provide a healing environment for participants, volunteers, and staff. A feeling of belonging is critical to an individual’s ability to thrive in their community and as a result, we are committed to fostering a culture that promotes diversity, equity, and inclusion. Anyone who is actively involved in TRR activities is also expected to further this culture by adopting and promoting the values outlined in these policies.

Code of Conduct
Harassment Policy
Sexual Harassment Policy
Non-Discrimination Policy
Equal Opportunity Policy

All members of TRR, including participants, volunteers, leadership, and other staff are expected and required to abide by the policies listed above.

Reporting Policy

If a volunteer or participant feels that they have been harassed or discriminated against in any manner described in these policies, they should immediately report the matter to the Chapter Coordinator. If the Chapter Coordinator is involved in the complaint, the individual should contact the National Program Director. For complaints from or against staff members, the Executive Director should be contacted. If the Executive Director is involved in the complaint, the Chair of the Board of Directors should be contacted. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.

Non-Retaliation Policy

Retaliation is any adverse action, harassment, threats, or other conduct that would discourage a reasonable person from making a report or participating in a complaint review process. Team River Runner prohibits any retaliatory action for individuals who report alleged misconduct, harassment, or discrimination. Team River Runner will review all complaints of retaliation and any attempted or actual retaliatory action taken will be subject to disciplinary action, up to and including no longer being permitted to engage in Team River Runner activities or termination.