

Team River Runner Code of Conduct Policy

Team River Runner (TRR) is committed to supporting the health and healing of our veterans through paddle sports. A feeling of safety and belonging is critical to an individual's ability to heal and to thrive in their community. In order for us to provide the safest and most welcoming environment, all participants, volunteers, leadership, and other staff are expected to abide by the code of conduct outlined below.

I will be respectful, courteous, and kind in my communication.

I will be accountable when I make mistakes and I will take swift action to make amends and apologize.

I will treat all participants and volunteers with dignity and respect and will try to make them feel welcome and included regardless of who they are.

I will respect and accept all leadership decisions while participating in events.

I will refrain from aggressive, intimidating, threatening, or physically assaultive behavior toward any individual.

I will treat all TRR equipment with respect and will not intentionally misuse, abuse, or damage equipment.

I will not participate in hazing, bullying, harassment, or discrimination of ANY kind.

I will refrain from what may be perceived as sexual or gender-related harassment including inappropriate touching, sexually explicit or suggestive language, and offensive jokes.

I will refrain from using what may be perceived as abusive, offensive, derogatory, or degrading language or jokes.

I will not engage in theft, vandalism, or any other illegal activity while participating in any TRR activity.

I will not engage in the use of any illegal drugs during TRR events. Sharing of personal prescription is forbidden.

I will not use cannabis for recreational purposes except in states where it is legal. Medicinal cannabis may only be used by the person to whom it is prescribed.

I will not use alcohol or recreational narcotics prior to or during a paddling activity, or at any other time when such use may put myself or others at risk.

I will consider the impact of the use of alcohol or recreational narcotics, will only consume responsibly, and will be respectful of others for whom my consumption may be a trigger for relapse.

I will refrain from the ABUSE of alcohol, cannabis, or prescription drugs while participating in TRR events.

I will not bring firearms to TRR events.

When I am participating in TRR programs, I am a TRR ambassador to the community and my actions and language will reflect that.

Reporting of Misconduct

If I witness another person violating this policy, I will calmly and respectfully present it to the individual in charge of the event. If the issue is not resolved, I will speak directly with the TRR Chapter Coordinator. If the Chapter Coordinator is involved in the complaint or not available, I will contact the Regional Coordinator. If the Regional Coordinator is involved in the complaint or not available, I will contact the National Chapter Coordinator and/or Programs Director.

Non-Retaliation Statement for Reports of Misconduct

All complaints of misconduct will be handled in as discreet and confidential a manner as is possible under the circumstances. No person will be adversely affected in their relationship with TRR as a result of submitting a complaint of misconduct.

I have read and understand the above policy. I understand that any violation of this policy will result in disciplinary action and that I may subsequently be asked to leave an event and/or be prohibited from participating in future TRR events.

I, _____, have read and understand the above policy. I understand that any violation of this policy will result in disciplinary action and that I may subsequently be asked to leave an event and/or be prohibited from participating in future TRR events.

Signature

Date