



Ontario Adventure Rowing Code of Conduct

This Code of Conduct identifies the standard of behaviour which is expected of all Ontario Adventure Rowing Association (“OAR”) members and participants, including but not limited to all **participants**, volunteers, directors, officers, committee members, and administrators involved in OAR activities and events.

This document is intended to be gender neutral. Any reference to he, him, she or her should be understood to include whichever pronoun would be suitable under the current circumstances.

OAR is committed to providing an environment in which all individuals are treated with respect. Members and participants of OAR shall conduct themselves at all times in a manner consistent with the values of OAR which include fairness, integrity and mutual respect. During the course of all OAR activities and events, members shall avoid behaviour which brings the OAR or the sport of rowing into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs and use of alcohol by minors.

OAR members and participants shall at all times adhere to the OAR operational policies and procedures, to rules and regulations governing OAR events and activities. Members and participants of OAR shall not engage in any activity or behaviour which endangers the safety of others. Members of the OAR shall refrain from comments or behaviours which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour which constitutes harassment, abuse or bullying will not be tolerated.

Failure to comply with this Code of Conduct may result in disciplinary action, including but not limited to, the loss or suspension of certain or all privileges connected with OAR including the opportunity to participate in OAR activities and events, both present and future. Disciplinary measures will follow the **OAR Harassment Policy**.