

*USRowing Referee Committee  
Sub-Committee for Ethics and Performance  
Code of Conduct*

## **1. Purpose**

USRowing is responsible for safeguarding the integrity of the sport of rowing in the United States and representing the United States on an international stage. USRowing strives to protect the sport of rowing from illegal, immoral or unethical methods and practices that may harm it and bring it into disrepute. This Code defines the most important standards of behavior and conduct within USRowing as well as with external parties.

The conduct of persons bound by this Code shall reflect the fact that they support the principles and objectives of USRowing in every way and refrain from anything that could be harmful to these principles and objectives. They shall respect the significance of their commitment to USRowing and its members, and represent them and behave towards them honestly, fairly, respectably and with integrity.

## **2. Individuals Covered**

This Code covers any member of the USRowing Referee Corps that represents USRowing in any capacity as an official or umpire and or shares in its activities including, but not limited to;

- Acts as an official at any USRowing sanction (or non- USRowing sanctioned) regatta,
- Officiates as an international umpire or in a similar role,
- Organizes or participates in a competition which is placed under USRowing's authority, according to the USRowing Rules of Racing,
- Assumes any role within USRowing, USRowing's Referee Corps, USRowing's Referee Committee, or USRowing Referee Commissions, Committees, Working Groups or Management Boards.

## **3. Enforcement of the Code**

The Chair of the Sub-Committee for Ethics and Performance will oversee reports/complaints/investigations/sanctions/violations of this Code of Ethics.

## **4. Sanctions**

In the case of any decision that there has been an infringement of this Code, The Referee Committee will impose penalties that can range from informal verbal warnings, formal written warnings, to expulsion from the Referee Corps for repeated violations/infractions, in accordance with the Internal Operating Procedures Rule 28. The penalty may be imposed by taking into account all relevant factors in the case, including the offender's assistance and cooperation, the motive, the circumstances and the degree of the offender's participation/culpability, as well as whether the breach has been repeated or more than one breach has been committed. The Sub-Committee for Ethics and Performance may choose to notify the appropriate law enforcement authorities in a relevant case.

## **5. Relevant Conduct**

*USRowing Referee Committee  
Sub-Committee for Ethics and Performance  
Code of Conduct*

Parties covered by this Code are obliged to respect all applicable laws and regulations as well as USRowing's, Rules, Bye-Laws and Event Regulations. Parties covered by this Code shall act in an ethical and dignified manner, and with complete integrity and credibility. Parties shall not engage in any discriminator behavior, through actions, words, deeds or implication in any way whatsoever. Parties covered by this Code may not abuse their position in any way to take advantage of their position for private, personal, commercial or other advantage or gain. In all their dealings with USRowing, or their representation as members of USRowing, parties covered by this Code shall remain neutral and act in a manner compatible with their function and integrity. Information of a confidential nature in the knowledge of parties covered by this Code is to be treated as confidential. The obligation to respect confidentiality survives the termination of any relationship a party has with USRowing. Parties covered by this Code must not offer, promise, give or accept any personal or undue pecuniary or other advantage in order to obtain or retain business or any other improper advantage to or from anyone within or outside USRowing. Such acts are prohibited, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. In particular, parties covered by this Code must not offer, promise, give or accept any undue pecuniary or other advantage for the execution or omission of an act that is related to their official activities and contrary to their duties or falling within their discretion. Parties covered by this Code are prohibited from misappropriating or misusing USRowing or a LOC's assets, regardless of whether carried out directly or indirectly through, or in conjunction with, intermediaries or related parties. Parties covered by this Code are prohibited from accepting commission or promises of such commission for themselves or intermediaries and related parties for negotiating deals of any kind while performing their duties. This list of conduct is not exhaustive and the USRowing Referee Committee and its Sub-Committee for Ethics and Performance reserve the right to sanction any party through these rules that do not live up to and uphold the ideals of fairness, integrity, and ideals of USRowing and the sport of rowing.

## **6. Duty of Disclosure**

Parties covered by this Code shall immediately report any potential breach of this Code to Chair of the Sub-Committee for Ethics and Performance, USRowing's Director of Referee Programs, or any member of the Referee Committee. Parties covered by this Code are obliged to contribute to clarifying the facts of a case, or clarifying possible breaches and to provide evidence requested by the Sub-Committee for Ethics and Performance. Parties covered by this Code are required to be open, honest and candid to requests for information/clarification made by the Sub-Committee for Ethics and Performance. All disclosures will be kept strictly confidential by the Sub-Committee for Ethics and Performance and the Director of the Referee Programs.

## **7. Conflict of Interests**

Conflicts of interest arise if parties covered by this Code have, or appear to have private or personal interests that detract or may detract from their ability to perform their duties with integrity in an independent, fair and correct manner. Private or personal interests include gaining any possible advantage for the parties covered by this Code themselves, their family, relatives, friends, and acquaintances. In the event any Party to this Code believes there a conflict, or

*USRowing Referee Committee*  
*Sub-Committee for Ethics and Performance*  
*Code of Conduct*

possible conflict may arise in the implementation of this Code, they are to report it immediately to the Director of Referee Programs or Chair of the Sub-Committee for Ethics and Performance.

### **8. Gifts and other Benefits**

Parties covered by this Code may only offer or accept gifts or other benefits in relation to their dealings with USRowing or in conjunction with their involvement as a USRowing representative which;

- Have symbolic or trivial value exclude any influence for the execution or omission of an act that is related to their official activities,
- Falls within their discretion and are not contrary to their duties,
- Do not create any undue pecuniary or other advantage,
- Do not create a conflict of interest,
- Or are sanctioned by USRowing.

Any gifts or other benefits not meeting all of these criteria are prohibited. If in doubt, gifts shall not be offered or accepted without consent from the Director of the Referee Programs or Chair of the Sub-Committee for Ethics and Performance. Parties covered by this Code shall not offer to or accept from anyone within USRowing, or any LOC, cash in any amount or form or any reimbursement for expenses which are not official activities. Parties covered by this Code may not be reimbursed by USRowing, for the costs associated with family members or associates accompanying them to official events, unless expressly permitted to do so by the Director of the Referee Committee.

### **9. Non-Discrimination and Harassment**

Parties covered by this Code may not offend the dignity or integrity of a country, private person or group of people through contemptuous, or discriminatory words or actions on account of race, color, ethnic, national or social origin, sexual orientation, gender, language, religion, political opinion or any other opinion, wealth, birth any other status, or any other reason. Harassment is forbidden. Harassment is defined as, but not limited to, hostile and repeated acts for a considerable duration, intended to isolate or ostracize a person or group and affect the dignity of a person or group. Sexual Harassment is forbidden. Sexual harassment is defined as, but not limited to, unwelcome sexual advances that are not solicited or invited. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. This includes but is not limited to jokes, innuendo, sexual advances, or any unwanted conduct, discussion or language in the presence of the person of another that is of a sexual nature. Threats, the promise of advantages and coercions are particularly prohibited.

### **10. USRowing Resources and Finances**

USRowing resources may be used only for USRowing approved purposes. LOC resources may be used only for LOC approved purposes.

*USRowing Referee Committee  
Sub-Committee for Ethics and Performance  
Code of Conduct*

By: \_\_\_\_\_ Date: \_\_\_\_\_

Position: \_\_\_\_\_