



**Team Vision:** To strive for the unachievable perfection. In terms of rowing, it means striving to perfect our stroke. But just like no rowing stroke is perfect, no person is perfect. So we must also strive to be the best version of ourselves every day.

**Equity Statement:** We strive to create a boathouse community where all are welcome and safe. We recognize that this takes work and that we will make mistakes. We are committed as a team to an action-oriented intersectional approach to anti-racism, equity, justice, diversity, and inclusion.

**Core Values:**

1. Respectful. We respect ourselves, our community, and our teammates.
2. Accountable. We are accountable for our blade, effort, and actions.
3. Driven. We come to practice every day, trying to make this day better than the last.

**Code of Conduct:**

1. I will be respectful to coaches, parents, teammates, and other rowing teams. My behavior is a direct reflection of my Club and community. I am accountable for my own actions, and I will be honest. 2. I understand the chain of command in the event of a conflict. First, I will try to resolve the issue on my own if I feel safe. Second, I can inform a coach, parent, or team captain. Third, I can file an official written report to the Board of Directors. Lastly, I can report anonymously if I feel uncomfortable speaking out. 3. I understand that inappropriate intimacy, bullying, hazing, intimidation, racist behavior, sexual harassment, microaggressions, assault, vandalism, criminal activity and immoral conduct will not be tolerated. I agree to not only avoid these actions myself, but to report such actions to a coach, parent, team captain, or anonymously.
4. I agree that any drug or alcohol use could mean immediate and permanent dismissal from the Vashon Island Rowing Club. Costs will not be refunded for such actions.
5. I will not steal at any time or place. I will report such actions if I witness them. I will be respectful of people's possessions.
6. I will listen and follow all instructions from coaches, parents, and team captains.
7. I will attend all practices and events, unless given permission from the Head Coach. I will give at least one day's notice if I am to be absent.
8. I will treat all equipment belonging to Vashon Island Rowing Club as I am trained to do. I understand that any other behavior could cost me the privilege of using the equipment.
9. I understand that if I violate any of these rules at a regatta, it could jeopardize the entire team's participation.

I agree to follow the Code of Conduct and behave in a way that reflects our core values. I understand that any violation of these rules will be at my own/my parent(s) expense. If I violate any of these rules, I understand that it could mean suspension or expulsion.

Printed name of participant/parent: \_\_\_\_\_/\_\_\_\_\_

Signature of participant/parent: \_\_\_\_\_/\_\_\_\_\_

Coach's signature: \_\_\_\_\_/\_\_\_\_\_