

Introduction:

This SafeSport policy explains the mandatory policies and procedures relating to MRRRA (Merrimac River Rowing Association) members, volunteers, board members, employees, and contractors. The mission of MRRRA is to sustain a community-based rowing program. Our priority is the safety of our members, coaches, staff, and volunteers. Any questions regarding this information should be directed to the MRRRA Board of Directors whose contact information can be found on the MRRRA website.

Who we are:

MRRRA is a non-profit organization dedicated to the safe sport of rowing.

To whom these policies apply:

These policies apply to volunteers (defined for purposes of this policy as those volunteers in frequent contact with the members such as chaperones or volunteer coaches), board members, employees (coaches, support staff, etc.). The intent of the policies is to ensure the safety and well being of all the members and to follow the law.

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1. LOCATION

We are known as MRRRA, and we practice at UMASS Lowell Bellgarde Boathouse at 500 Pawtucket Boulevard, Lowell MA.

2. HARASSMENT, BULLYING, HAZING, DISCRIMINATION, RETALIATION

MRRRA has a zero-tolerance policy by anyone to participate in unlawful harassment, sexual harassment, bullying, hazing, intimidation and/or unlawful discrimination or retaliation. We follow all Federal, State and local laws and ordinances in applying equal opportunity to all. Volunteers, board members, employees, and contractors shall refrain from all forms of misconduct outlined in the policy.

PROHIBITED CONDUCT***Child Sexual Abuse***

Any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm. Non-contact behaviors include, verbal acts, physical acts or acts that deny attention and/or support. Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

Physical Misconduct

Contact or non-contact conduct that results in or reasonably threatens to cause physical harm. Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving performance.

Sexual Misconduct

Any touching or non-touching sexual interaction that is nonconsensual or forced, coerced, or manipulated or perpetrated in an aggressive, harassing, exploitative or threatening manner. Any sexual interaction between member and an individual with evaluative, direct, or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative.

Bullying

An intentional, persistent, and repeated pattern of committing or willfully tolerating physical and nonphysical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish or isolate the targeted member(s), as a condition of membership.

Harassment

A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment, (d) reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability or (e) are retaliatory in nature, defined as of taking adverse action against an individual who makes a good faith complaint or assertion regarding these policies.

Hazing

Coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members.

3. REPORTING

MARRA's policies and procedures require anyone who may witness or become aware of any perceived or known violation to these policies to report abuse, misconduct, and violations of this policy by reporting as soon as possible to the MARRA's Board of Directors and/or directly to the police. To do so, volunteers, board members and contractors should have a basic understanding of sexual abusers.

In the event a volunteer, board member, employee, or contractor is approached by any individual, regarding concerns or perceived or known violations of this policy, the volunteer, board member, employee, or contractor shall record the information, offer the appropriate contact information, and report the concerns or perceived or known violations of this policy to the MARRA's Board of Directors and/or directly to the police as soon as possible.

4. AWARENESS

Volunteers, board members, employees, and contractors, must review the SafeSport policy annually concerning misconduct in sport and complete the certification that they understand and agree with the policy.

5. Coaches and Volunteers

Full Disclosure

Each applicant, volunteer, or board member has the affirmative duty to disclose his or her criminal history. Failing to disclose or intentionally misrepresenting an arrest plea or conviction history in an application or any other information provided by an applicant, volunteer or board member during the screening process is grounds for employment, volunteer and/or membership revocation or restriction, regardless of when the offense is discovered.

Any applicant, potential volunteer, or potential board member who has been banned by another sport organization, as temporarily or permanently ineligible, must self-disclose this information. A failure to disclose is a basis for disqualification for potential applicants, volunteers, or board members.

6. PROTECTION POLICY

Commitment to Safety

Overview

The MARRA is committed to creating a safe and positive environment for member's physical, emotional, and social development and to ensuring that it promotes an environment free of misconduct.

Violations

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. When the reporter has at least a reasonable suspicion of abuse, the MARRA board of directors will turn the investigation over to a trained professional to ensure the proper legal steps are followed.

Willfully Tolerating Misconduct

It is a violation of this Protection Policy if a volunteer, board member, employee, or contractor,

knows of misconduct, but takes no action to intervene on behalf of the member(s). You could be assuming your own liability for failure to take the appropriate steps as prescribed above.