The Cleveland Foundry
Code of Conduct

All student-athletes in The Foundry are expected to consistently demonstrate the highest level of conduct, sportsmanship, and behavior in the course of their athletic pursuits. Being a member of a team or program at The Foundry binds athletes to this Code of Conduct, and likewise obligates the team in residence to cultivate and encourage adherence to this Code of Conduct.

- All student-athletes, coaches, volunteers, family members and affiliates are to embrace the spirit of The Foundry’s mission, and conduct themselves as good, upstanding stewards of the sports of rowing and sailing, the City of Cleveland, and proper sportsmanship.
- Student-athletes, coaches, volunteers, family members and affiliates are only permitted on The Foundry’s grounds during the Training Center’s hours of operation and designated practice times. Athletes are only permitted in authorized areas of the Foundry boathouse grounds.
- The use of alcohol, tobacco, and illegal substances by student-athletes is prohibited at all times on The Foundry’s grounds. Use of such substances on The Foundry’s grounds may result in immediate dismissal.
- No weapons, knives (over 4 inches), or firearms of any description are permitted in The Foundry facilities or on The Foundry’s property.
- Inappropriate behaviors (such illegal acts, unsportsmanlike conduct, theft, fighting, bullying, and vandalism) are prohibited. Illegal acts while on boathouse grounds may result in immediate dismissal.
- Conduct which results in harm, potential for harm, or the imminent threat of harm (including bullying, hazing, harassment, emotional misconduct, physical misconduct and sexual misconduct) will not be tolerated and will be grounds for immediate dismissal as well as reported to the appropriate authorities.
- All athletes are encouraged to:
  - Report honestly and immediately all incidents of bullying/cyber bullying/harassment to The Foundry and/or their respective team’s staff.
  - Avoid becoming involved in bullying incidents, both in person or on the internet.
  - Support rowers who have been or are subjected to bullying/cyber bullying/harassment.
  - Talk to their team’s coaching staff and/or parents about concerns regarding bullying/cyber bullying/harassment.
- Athletes and coaches will at all times act with good sportsmanship towards teammates and competitors, as well as act responsibly and respectfully towards all other teams, members, the boathouse and the equipment.
- As a member of The Foundry, athletes must recognize that they represent not only their team but also The Foundry; this includes during times at the boathouse, at regattas, and in their community. As a result student-athletes are expected to be role models at all times and take responsibility for their actions.

If a coach or staff member of any of The Foundry’s programs, or The Foundry staff, deems one of the rules to be broken, then a decision will be made on a case-by-case basis to determine the consequences of the breach of conduct. If a violation is deemed sufficiently dangerous or improper, a coach or staff member can dismiss an athlete from the program without a first warning and without any refund. Any major disciplinary decision related to a significant violation or breach of conduct will be reviewed with the athlete and their parent/guardian along with the head coach of their respective program.

This agreement shall remain in effect for as long as each team is in residence. Violations of these policies or rules presented to the coaches and/or athletes during the season may result in suspension or dismissal from the program without a refund. The Foundry staff has final decision making ability with regard to rules, regulations, and requirements pertaining to safe and productive operations.

If applicable, The Foundry’s administration will liaise with organizational administrators (such as department heads, athletic directors, principals, presidents, executive directors, etc.) and/or law enforcement to adjudicate issues should they arise.

All teams in residence, on behalf of their participants, agree to conducting safe & healthy operations, promoting rowing and sailing in Northeast Ohio, and espousing the highest levels of sportsmanship and personal growth.