

## GREATER LOWELL ROAD RUNNERS' MEMBER CODE OF CONDUCT

### **Objective / Background**

The mission of the Greater Lowell Road Runners (“GLRR”) is to promote and encourage the sport of running. In the Greater Lowell area, the Merrimack Valley and beyond, we support local runners, provide scholarships to high school runners, organize and support many local races but especially—we want to support your personal running goals!

The Code of Conduct is created for the safety and benefit of GLRR, its members and visitors. It is not meant to dictate all interpersonal relationships and interactions between members or between members and the community. Instead, the purpose of this policy is to set forth the basic principles of decency we expect members to follow so that members can achieve their running goals in a safe and fun environment. Failure to follow the Code of Conduct may require that disciplinary measures be imposed on members.

### **Terms**

As a GLRR member, and especially when representing GLRR in an official capacity (which includes wearing club branded merchandise) you agree to:

- Always show respect to your fellow club members, event volunteers, and the community-at-large in a GLRR event setting. All of those groups show support to GLRR and it is reasonable for all members to return the favor;
- Refrain from verbal (yelling, taunting, threatening) or physical violence upon anyone at a GLRR race, or another club event;
- Refrain from making racial, ethnic, religious, age, sexual-orientation or gender-related slurs or derogatory comments upon anyone at a GLRR race, or another club event;
- Refrain from cyberbullying of fellow club members. Cyberbullying is the willful and repeated use of cell phones, computers, and other electronic communication devices to harass and threaten others;
- Not engage in conduct towards other members that can be deemed as sexual harassment. This conduct includes making unwanted or unwelcome contact (physically, verbally or electronically) of a sexual nature (i.e. sexual advances, requests for sexual favors, etc.) with other members, which would put them in a general state of discomfort. Members are encouraged to request, directly from another member if possible, that certain conduct ceases if it causes them discomfort. Repeated inappropriate behavior will not be tolerated
- Refrain from acting in a manner that disrupts or impedes GLRR events;
- Follow all traffic/pedestrian laws and club rules when participating in GLRR running events.

### **Adjudication**

- Formal complaints of Code of Conduct violations may be communicated to any elected director/officer of the GLRR Board of Directors (The Board).
- A formal written complaint must be submitted in order to start any investigation. Said written complaint may be sent to any Board member, for eventual submission to the GLRR President.

- The President, along with the rest of the Board, shall investigate the circumstances of the allegations, which may require follow up questions and research with all parties involved.
- At their discretion, based on the evidence discovered, the Board may fashion a remedy / disciplinary measure that it deems appropriate for the severity of the Code of Conduct violation.
  - The Board shall allow the accused member an opportunity to be heard, either in writing or in person, prior to any disciplinary measure being implemented
  - Such measures may include, but are not limited to, a verbal warning, a written warning, referral of the matter to proper law enforcement, or the cancellation of GLRR membership.