

National Capital Area Women's Paddling Association (NCAWPA) Code of Conduct

Approved by the NCAWPA board Jan 1, 2023

All members of NCAWPA will:

- Treat other members with respect. When interacting with those outside of NCAWPA, as representatives of NCAWPA, be respectful to our fellow paddlers, competitors, boathouse, team, club and city and represent our organization in a positive manner.
- Support all members by providing a warm welcome and a helping hand.
- Value diversity and inclusion. We welcome paddlers (>12 years) regardless of economic background, race, religion, sexual orientation, gender, cultural background, and level of fitness.
- Practice good sportsmanship during practices and races. During a coached practice, we do not instruct others (unless asked by coach) or otherwise interfere with a practice session.
- Value teamwork by supporting fellow paddlers to achieve team goals and recognizing that our strength comes as a team.
- Respect the club's capital (our boats, small and large, pERGs, and other equipment), by treating it with care and promptly reporting known damage through the appropriate channels.
- Pitch in. As an all-volunteer organization, we depend on members to contribute their talents toward the management of the organization and its activities.
- Be aware of and adhere to the policies and rules of NCAWPA and Anacostia Community Boathouse Association (ACBA), including the usage of small boats and the rules of navigation on our rivers. Knowledge of the policies and rules are the responsibility of each member.
- Be ethical, fair and honest in our dealings with NCAWPA, ACBA, ECORA, ERDBA, USDBF, USORCA, and other paddling clubs and businesses.

Any member may report concerns of a breach of the Code of Conduct (CoC) to the Board. Members reporting CoC concerns will not incur retaliation by the NCAWPA Board. Once a CoC concern is reported to the NCAWPA Board they will provide confirmation of receipt within 48 hours, an initial response within 7 days and will be addressed by the NCAWPA Board (but not necessarily resolved) within 30 days.

Failure to abide by the NCAWPA Code of Conduct will result in a warning from the Board. Any member receiving three warnings related to CoC will be dismissed from NCAWPA upon the 3rd warning. A severe CoC infraction could result in dismissal from NCAWPA without the benefit of the three warnings. Decisions of member dismissal will be at the discretion of the Board and are final. Should the Board vote to terminate a membership, the Board will follow the process outlined in the bylaws, which includes the opportunity for the member to be heard by the Board orally or in writing.