



VESPER BOAT CLUB

JOHN B. KELLY, JR. MEMORIAL BOATHOUSE
10 BOATHOUSE ROW • KELLY DRIVE • PHILADELPHIA, PA 19130
vesperboatclub.org

RULES OF CONDUCT

There is no place for discrimination or harassment at the Vesper Boat Club and we strive to make sure that every member of Vesper has the opportunity to enjoy a respectful environment completely free of unlawful discrimination, intimidation, harassment, violence or threats of violence.

This policy applies to Vesper Boat Club members, employees, business partners, contractors, guests, visitors or other third parties with whom Vesper has dealings. Conduct prohibited by this policy is unacceptable at the boathouse or in any Vesper – related setting, such as Regattas, business trips, business meetings or social events in which members are representing Vesper.

The following is a list of behaviors that Vesper believes are contrary to its mission and values. Such behaviors will be addressed at the appropriate level including, but not limited to counseling, education or termination of membership in the Club. Employees will be disciplined as outlined in the Employee Handbook. Contractors, visitors, guests, etc. may no longer be permitted on the premises.

It should be noted that this list is intended to provide examples of inappropriate conduct and is not intended to be an all-inclusive statement of acts or omissions that might lead to corrective actions.

1. Discrimination: Disparate treatment of a person based on one or more of that person's Protected Characteristics/Status. These include: age, race, sex, color, ancestry, citizenship, ethnicity, religion or creed, national origin, gender identity, veteran status, marital status, sexual orientation and/or disability.
2. Harassment: Persistent and unwelcome conduct that is based on an individual's protected characteristics/status and has the purpose of creating an intimidating, hostile or offensive environment.
3. Sexual Harassment: A type of harassment that includes unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature.
4. Sexual relationship between a person in authority and a student athlete or an athlete under the age of eighteen.
5. Threats of violence which include verbal, written or implicit threats, abusive language, menacing or other aggressive behavior.
6. Physical abuse or violence is an intentional act causing injury to another person by way of bodily contact which may include but is not limited to

- touching, pushing, striking, fighting, stalking or any intentional use of an object towards an individual or property.
7. Failure to comply with Club policies and rules.
 8. Discourteous or other improper treatment of Club employees, members, coaches, guests, vendors or anyone else affiliated with the Club.
 9. Stealing, vandalism or destruction of property of the Club, coaches, members, guests, employees, vendors or anyone else affiliated with the Club.
 10. Providing false information in any Club document.
 11. Using, selling or distributing illegal drugs and/or paraphernalia associated with such, on Club premises, including areas immediately outside Boathouse, in a club vehicle or while representing the Club in any capacity.
 12. Being visibly intoxicated while on Club premises, including areas immediately outside Boathouse, in a Club vehicle or while representing the Club in any capacity.
 13. Possession of firearms or any dangerous weapons on Club property, including areas immediately outside Boathouse, club vehicle or while representing the Club in any capacity.
 14. Purposeful creation of a health hazard or failure to report potential safety or health hazards to Club official.
 15. Giving confidential Club information to unauthorized persons.

Anyone who believes that he or she has been subjected to discrimination, harassment, threats, violence or any other unwelcome incident should the President, an Officer of the Club or a Board member promptly. An appropriate person/committee will be assigned to conduct an investigation. During the investigation, every reasonable effort will be made to protect the privacy rights of all parties, but confidentiality cannot be guaranteed. During the investigation, and depending upon the seriousness of the allegation, the member may be suspended from the Club until a final determination is made.

Retaliation in any form against any member of the Vesper community who exercises his or her right to initiate or participate in a complaint in good faith is strictly prohibited. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.