

GEORGETOWN RUNNING CLUB, INC. (“GRC”) CODE OF CONDUCT

1. Members are expected to participate regularly in all GRC training, competitions, meetings, and volunteer events.
2. Members are expected to wear the GRC uniform during all running competitions, with exceptions for time trials, alumni races, or at the discretion of the Board.
3. Members are expected to show good sportsmanship and respect towards team members and competitors at all times.
4. Members are expected to maintain personal health standards commensurate with participation in distance running events.
5. Members are expected to abide by all local, state and federal laws.
6. Members are expected to be a good ambassador for the team not only in competitions and practices, but any event in which they may be representing the GRC.
7. Members are expected to abide by WADA and USADA anti-doping rules and regulations.
8. Members are expected to meet and maintain the performance standards set by the board¹.
9. Members are expected to abide by the rulings of the board, with the understanding that questions and concerns may be addressed to members of the board for discussion and vote in board meetings.
10. Members agree not to compete in races without officially registering, and must represent themselves (i.e. no banditing or knowingly running under an alias or other participant's name).
11. Members agree to abide by GRC anti-harassment policy: Harassment is behavior that is hostile or offensive. We prohibit and do not tolerate harassment at GRC-hosted events or at events not hosted by GRC where GRC members are present, including on all social media platforms. Harassment includes, but is not limited to:
 - Verbal or written comments that are insulting, degrading, or threatening;
 - Verbal or written comments that are sexually graphic or sexually suggestive;
 - Unwelcome and targeted photography or recording;
 - Sustained disruption of talks or other events;
 - Deliberate intimidation, stalking, or following;
 - Display of offensive or sexually suggestive objects, pictures, or graphics;
 - Initiation of inappropriate physical contact (contact of a violent or sexual nature);

- Unwelcome sexual attention, including repeated flirtations or advances; and
- Advocating for, encouraging, or intentionally concealing any of the above behavior.

For purposes of this document and GRC in general, the best definition of Harassment and Sexual Harassment can be found at the EEOC's website (here: <https://www.eeoc.gov/harassment> and here: <https://www.eeoc.gov/sexual-harassment>, respectively). Harassment does not require intent to offend; harassment includes actions above that are intended to be jokes, "kidding," or "teasing."

Participants asked to stop any harassing behavior are expected to comply immediately, whether or not the request comes from someone in an GRC leadership position or otherwise. On a case by case basis, GRC leadership will decide how to handle reports of harassment. GRC leadership has the authority to ask a member (in any position) to step away from the group on a temporary or permanent basis.

Creation of a safe and welcoming environment is a shared responsibility held by all participants. Harassment and other violations of this policy reduce the value of participation for everyone, not just those on the receiving end. Participants who believe they are witnessing or experiencing harassing behavior are encouraged, though not required, to 1) check in with the person who they believe is the victim of this behavior, if not oneself, to confirm it is an issue and 2) to report the situation to GRC leadership if personal attempts to stop the behavior are not successful. Above all, GRC aims to empower each of our members to stand up for themselves when they feel someone has crossed a line that makes them uncomfortable, and to personally report situations that they feel need to be escalated to GRC leadership.

I certify that I have read the above and hereby agree to comply with the Code of Conduct of the Georgetown Running Club, Inc. and understand that failure to meet any of the above principles may result in my suspension or expulsion from the club as determined by members of the GRC Board.

Print Name _____

Signature _____ Date _____

(Please print your name in the signature box in lieu of a physical signature)

¹ An individual who does not meet the performance standards is eligible for membership if GRC's Board, in its sole discretion, recommends that individual for membership. All individuals must be nominated by a team member or team coach in good standing for consideration by the board.