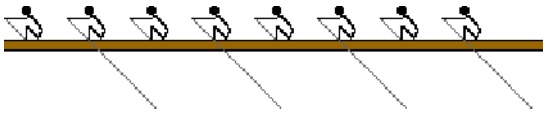
McLean Crew Club

2026-2027



McLean High School, McLean, Virginia
Rowing out of Thompson Boat Center
Georgetown, Washington, DC

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What's In It For Me?

Why do we row? What drives rowers to repeat the same motion thousands of times a day? What draws some of the best athletes in the world to the sport? Benjamin Boehm, an MIT graduate and high school crew coach, takes a stab at all of these questions in the following essay. (From www.rowersworld.com)

"Why I Love Crew" By Benjamin Boehm

Second to rowing and coaching, one of my favorite things is talking about rowing and coaching. Rowers are often caught talking about this race or that race and about how great crew is and how much they love the sport. I've been told that crew is a love it or leave it sport. And those of us who love it can't get enough. So, I've been wondering what makes it so great and why it consumes us.

When people talk about how much they love crew, they rarely say that they row because the oar handle feels good in their hand, or the seats are comfortable. (Sure, when you place your hand on the handle, there is the thrill of anticipation, but would you take the oar home, just to hold onto it?) Non-rowers ask, "Is crew fun?" Well, think about the basics of the sport: going up and down the slide, putting the blade in the water, over and over and over. No. It's not fun. What's fun about that? Sure, sometimes there's interesting scenery, and sometimes the weather is nice. It's fun to hang out with your teammates after practice. But, catch-finish, catch-finish? It's not quite a birthday party at Chuck E. Cheese. But there seems to be something in addition to the actual rowing that makes it irresistible.

There are some things I know I like about the sport. I like waking up in the morning and feeling my whole-body ache. I can feel every muscle and know it is there. I know I am alive. On days when I'm doing sprint pieces, I love to feel the lactic acid burn in my legs. Then after a rest, the first few strokes of the next piece feel like a dream as the lactic acid is used up by pushing off the foot stretchers. I could go on, but are these the reasons I, or anyone else rows? No. They are merely the symptoms of a greater love.

Hard work. As a rower, you get to test yourself. Every day, you go out and row as hard as you are capable of. You push your body and mind to their limits, and by doing so, you expand those limits. That's what people talk about when they talk about crew. They talk about how hard they've worked. They talk about how great it feels to achieve new milestones. They boast about achieving feats they once thought they could not and doing things others choke at the thought of trying. Our junior rowing director, Charlie Doyle, likes to say, "Anything is possible in the sport of rowing." Anybody can win a race if they've worked hard. That's what's great. If you decide every day that you're going to be a champion, you can be one.

The Benefits

Rowing is a total body workout. Rowing only looks like an upper body sport. Although upper body strength is important, the strength of the rowing stroke comes from the legs. Rowing is one of the few athletic activities that involves all of the body's major muscle groups. It is a great aerobic workout, in the same vein as cross-country skiing, and is a low-impact sport on the joints.

Rowers are probably the world's best athletes. Rowing looks graceful, elegant and sometimes effortless when it is done well. Don't be fooled. Rowers haven't been called the world's most physically fit athletes for nothing. The sport demands endurance, strength, balance, mental discipline, and an ability to continue when your body demands that you stop. Teamwork is number one. Rowing isn't a great sport for athletes looking for MVP status. It is, however, teamwork's best teacher. The athlete trying to stand out in an eight will only make the boat slower. The crew made up of individuals willing to sacrifice their personal goals for the team will be on the medal stand together. Winning teammates successfully match their desire, talent and blade work with one another.

Expectations

Participation in the McLean Crew Club (MCC) goes beyond the individual rower or coxswain. Its success relies on participation from the family, as well as hard work and dedication from the coaches and athletes. (Throughout this handbook, the term "athlete" is used to refer to both rowers and coxswains, unless otherwise noted.)

I.1 Parents/Guardians

I.1.1 Commitment Summary

To operate, MCC needs a certain level of commitment from its members. Each athlete participating in MCC pays dues which include transportation costs for practice in the spring season as outlined in Section 3.4.1 Table 3. These dues do not include the costs of uniforms and select out-of-town regattas. There are three payment tiers based on the level of volunteer support so members can select the commitment level that suits them best.

I.1.2 Conduct

- Respect the coaches as the final authorities on boat selection and rowing matters.
- Remember and respect that coaches seek only to create the fastest possible lineups.
- While decisions are subjective, they are not personal.
- When chaperoning crew activities, remember that you are a role model.
- When participating in crew events, remember that you represent the MCC.
- Consider the two hours before and after a regatta an event and allow your athlete this time exclusively for their coach and boat.
- Not all rowers will race in every race. While coaches strive to have every rower race at least once during the season, limitations in the size of boats and regattas create a scenario in which all athletes may not race every weekend.

I.1.3 Forms

Parents are responsible for completing and submitting all required documents for participation. Completed forms should be delivered electronically via DocuSign or via other arrangement made directly with the Vice President (VP), Administration. All forms must be received for athletes to participate in MCC activities, including practices. All required forms are available on the club's web site (www.mcleancrew.org) under "Forms and Documents/Registration Forms." Refer to Section 6, Forms, for a list of the required registration forms.

I.2 Athletes

I.2.1 Commitment Expected

- Work hard to improve and strive to achieve individual goals.
- Be supportive of the team by accepting coaching decisions.
- Seek feedback. If you don't know where you stand, ask.
- Realize team goals come before the needs or desires of any individual.
- Treat all teammates, opponents, coaches, officials, Club members, and equipment with respect.
- Club members must participate as McLean HS student athletes in all scheduled spring activities. Athletes are encouraged to participate in other programs during the off-season (summer, fall) with their coach's approval.
- All athletes are highly encouraged to participate in winter conditioning.
- When on-the-water training begins in late February/early March, all athletes are required to be at every practice. Rowing is a team sport; the absence of one athlete keeps

an entire boat off the water. Unexcused absences are unacceptable. Any excused absences must be minimized and consist of doctor appointments and academic events that are unavoidable and supported by written notes from the treating physician or supervising faculty, with as much advance notice as possible. Practices will be planned to maximize boat time. When not assigned a team activity, athletes must show initiative and dedication to self-improvement.

- Participation in the Spring 2027 practice and regatta season is mandatory and transportation to and from MHS and Thompson's Boat Center (TBC) for practices will be provided for athletes during the school week. During MHS's spring break (March 22-26, 2027), there will be mandatory practices in the mornings and optional team building events in the afternoon/evenings, with regattas on the weekend before and after spring break.

I.2.2 Required Conduct

Table 1

Event	Expectation
Races	Each boat will be required to arrive at the race location at a specific time set by the coach. Be punctual; your boat will not row if you are not on time.
	If you awaken sick and cannot compete, notify the coach immediately, and as early as possible.
	By the rules, all rowers **MUST** wear the same designated racing attire.
	McLean athletes are expected to exhibit the highest standard of sportsmanship and support for the team at competitions.
	Exemplary conduct is expected at away races, including during bus rides, hotel stays and team meals.
School	Keep in mind you are representing McLean Crew at all times at school and races. Your behavior reflects on MCC.
	Keep things in perspective. School and family come before crew. At the same time, you have an important commitment to your crew teammates that will require discipline and sacrifices on your part. Contact your coach as soon as possible if you need time away from crew. However, you should schedule optional activities around crew.
Personal Responsibility	No alcohol, drugs, including performance enhancing drugs, tobacco, or vaping. Use of any of these at any time during the season may lead to

	automatic dismissal from the team without any fee refunds. The team is a self-policed group. Members must watch out for each other. Members have a responsibility to each other to keep themselves and their teammates eligible to compete. Let the captains or a coach know as soon as possible if someone on the team is hurting the team or themselves by breaking the training rules. Exercise good judgment during in-person and social media interactions. **When communicating with coaches or any adult using email or slack, include another Adult on the communication. Another teammate does not count as an acceptable third party**.
At the Boathouse, Weight Room, Rowing Trailers, and on Buses	Crew members are expected to exhibit mature behavior at all times.
	Demonstrate pride in the team, McLean High School, and yourself by avoiding horseplay.
	Do not touch, move or handle things that do not belong to you. This includes personal items and other team equipment.
	A coach must always be in the bays at the boathouse with you. If you arrive early, wait outside the boathouse bay until a coach arrives.
	When land training, stay in groups. Complete the assigned workout in the designated area only.
	If you have a conflict with anyone at the boathouse, report it immediately to a coach or race official.
Safety Rules	Everyone must pass a swim test before going on the water for the first time.
	All boats will be accompanied by a coaching launch after moving out of the designated launching and docking area. Do not row unless a coach is in sight.
	If a boat swamps or turns over, stay with the boat. It will keep afloat until you can be picked up by the coach's launch. **NEVER LEAVE THE BOAT.**
	When the boat is moving or in the water, follow the directions of the coxswain and the coach.
	If you or someone else is injured, notify the coach immediately.
	Everyone in the launch **MUST** wear a personal flotation device!
Equipment Rules	Rowing equipment is very expensive and must be handled with care. Follow all directions of coaches and coxswains regarding the handling of equipment. Intentional mistreatment of equipment may lead to expulsion from the program and/or replacement/repair charges.
	Boats and oars are very long--watch their swing while moving them.
	Unnecessary talking and horseplay are not permitted when handling or using equipment.
	Always focus on the task.

	All athletes must participate in routine cleaning and maintenance of equipment.
	Report any equipment problems to a coach or Club representative immediately.
Weather Safety	At times, practices and/or regattas may be cancelled due to weather conditions. The coaches, together with select Board members, will jointly make any weather determinations factoring in temperature, wind, lightning, and water levels/turbidity. Weather-related cancellations will align with FCPS policy, with athlete safety as the top priority. Decisions will be communicated the day before whenever possible, or on the day of practice as conditions warrant..
Energy Drink Policy	VHSL prohibits energy drinks (e.g., Monster, Rockstar, Red Bull). Although club activities are not VHSL-sponsored, athletes training at school may be removed from practice for possessing these beverages. Sports drinks (e.g., Gatorade and electrolyte drinks) are permitted.

I.2.3 Fundraising Participation

All rowers are expected to participate in the Ergathon and Mulch Madness, even if families have already met their volunteer requirements. These fundraisers are a critical part of our budget and allow us to keep the required membership fees manageable for our athletes and their families.

I.2.4 Varsity Letters

While Fairfax County does not recognize Crew as a varsity sport, McLean High School does recognize the program with varsity status and thus provides varsity letters to qualifying crew members. Varsity letters are awarded to athletes who:

- Participate successfully in a Championship Event (as approved by the High School Crew Council) at the State Virginia Scholastic Rowing Association (VASRA) Championships; and
- Consistently participate in mandatory and non-mandatory activities such as rigging for a regatta, de-rigging and racking boats before and after a regatta, and work sessions with the coaches at the boathouse.

1.1 Coaches

- Provide feedback to the athletes so they know their areas of strength and weakness.
- Make fair assessments in order to achieve the fastest lineups. When selections are made, hold individual conferences to explain decisions.
- Communicate the need for any subsequent lineup changes.
- Maintain athletes' expectations with full disclosure of expectations and requirements to achieve all goals.
- Maintain regular communication with athletes by following the SafeSport regulations outlined in Appendix I.
- Maintain a collaborative working relationship with the Board.

Policies

I.3 Expenses Policy

Any personal expenses incurred on behalf of the MCC must be within the approved budget guidelines and approved in advance by the treasurer. All requests for reimbursement must be submitted in writing for the treasurer's attention with appropriate receipts attached.

I.4 Travel Policy

All athletes are required to travel as a team to out-of-town events using Club-provided transportation, unless the Club determines team transportation will not be provided. If necessary, and with written approval, rowers may travel separately with a parent.

I.5 Boat Selection Policy

All boat selection will be at the coach's discretion. Further requirements and expectations for athletes will be communicated between athlete and coach. The coaches make the difficult decision of which athletes to put into which boats, using among many factors, some of the following criteria in their assessments:

Table 2

Rowers	Coxswains
1- Racing Experience and Past Performance	1- Steering
2- Ergometer Scores/Power-to-Weight Ratios	2- Technical Knowledge of Racing

3- Consistency	3- Racing Experience and Past Performance
4- Seat Racing Results	4- Leadership and Motivation
5- Coach Analysis of Boat-Moving Ability	5- Consistency
6- Attitude and Attendance	6- Attitude and Attendance

I.6 Fees Policy

I.6.1 Fees Overview

Because funds must be available all year to meet scheduled payments (boat storage, equipment purchases, fees and insurance, etc.) and operational support takes place year-round, three separate payment dates are necessary. Full dues may be paid at any time before the payment plan due dates. Athletes must remain current with dues and pay by the due date to continue program participation and competition. Athletes joining the program later in the year must immediately pay all dues up to the date they join the team. The dues include transportation for team members to weekday practices in the spring season but do not include uniforms or travel to local or out-of-town regattas.

Table 3

The amounts listed represent the total annual fees. For the three-payment option, the total annual fee is divided into three installments.

Membership Fees per Athlete:	**Option 1 (Standard)**	**Option 2 (High)**	**Option 3 (Maximum)**	**Due Dates**
Mandatory				
Membership dues allow the club to provide: • Winter Conditioning (mid-November through late February); • Spring Training (late February through May); and • Competition in local regattas and state championships.	$ 3,250	$ 4,875	$ 6,500	3 payments: Nov 7, 2026 Feb 27, 2027 Apr 9, 2027

Volunteer support is required from all families.	6 credits	3 credits	0 credits	Complete or schedule by April 1, 2027
Fundraising offsets membership dues and contributes to our capital fund.	Max credit of $1500			
Additional Fees				
Uniforms for new members, and as needed by returning members	$150 (approximate)			January 2027
Stotesbury Rowing Association Regatta (Philadelphia, PA)	$600 - $750			May 13-15, 2027
SRAA Nationals: Scholastic Rowing Association of America Championship Regatta in Pennsauken, NJ or comparable regatta	$500 - $950			May 27 -29, 2027
Range of Fees				
If fundraising & volunteer requirements are met, fee range is:				
Boat does not go to Stotesbury or Nationals (or comparable regatta):	$1,750-$3,400	$3,375-$5,025	$5,000-$6,650	
Boat goes to Stotesbury and Nationals (or comparable regatta, travel expenses):	$2,850 - $5,100	$4,475-$6,725	$6,100-$8,350	

may be paid in full at any time, but no more than three payments, due on November 7, 2026, February 27, 2027, and April 15, 2027.

Please refer to Section 3.5 Fundraising and Volunteer Policy for details about the mandatory fundraising and volunteer requirements for athletes and parents, respectively.

I.6.2 Description of Fee-Based Activities

All athletes are charged annual dues for membership in the MCC, regardless of participation. Participation in the Learn to Row program is voluntary. The fees associated with the Learn to Row program are not included as part of the Membership fees described above, and athletes must provide their own transportation to the boathouse. Participation in the Winter Conditioning program is expected, and strongly encouraged by coaches. Participation in the Spring 2027 practice and regatta season is mandatory and transportation to and from MHS and Thompson's Boat Center (TBC) for practices will be provided for athletes during the school week.

I.6.3 Dues Exceptions

Athletes who qualify for free or reduced lunch through FCPS can request financial assistance through the MCC President. A complete (100%) or partial (50%) reduction in dues may be given at the discretion of the President. Financial Assistance will be awarded one payment at a time once the family agrees to and completes the three items listed below. Failure to do so may result in the family being responsible for future payments:

- A parent completes six volunteer credits through volunteering during the current season.
- A parent fulfills their volunteer obligation for Mulch Weekend.
- The athlete participates in BOTH Ergathon and Mulch Madness. Non-attendance and/or a fundraising total of $0 means the athlete did not participate.

I.6.4 Dues Refund Policy

Members leaving MCC on good terms during the first two weeks of winter conditioning are eligible for a partial refund of the first dues payment. Refunds after the second or third dues payments may be provided on a case-by-case basis upon review by the Coaches and the Board.

Note: Refunds are not provided to athletes who leave the team based on a violation of Club rules. All fee information is subject to change by the Board.

I.7 Fundraising and Volunteer Policy

I.7.1 Fundraising Participation

Fundraisers are critical to meet expenses incurred throughout the year to maintain and operate the MCC. Without fundraising, dues alone would have to cover the entire amount of MCC's

expenses – this would create an unacceptable financial burden for most families. A portion of the fundraising profits will be put into a Capital Fund to allow for future investments in equipment.

To meet these fundraising goals, full participation of all families is necessary.

I.7.2 Fundraising Credits

Families can earn credits toward a reduction in dues through participation in fundraising activities up to a maximum of $1,500 as follows:

- Mulch Madness: Dues for an individual athlete will be reduced by $2 per bag of mulch sold up to a maximum credit of $500 (250 bags).

- Ergathon: Prior to the Ergathon, 50% of funds raised are credited to the athlete as a reduction in dues and 50% goes directly to the team. On the day of the Ergathon, 100% of funds raised goes to the team.

- RaiseRight: First $20 raised goes to the team. After that, 50% of the amount raised is credited to the athlete as a reduction in dues and 50% goes directly to the team.

- Individual Donations: 50% of the donation (including Benevity) amount is credited to the athlete as a reduction in dues and 50% goes directly to the team.

I.7.3 Volunteer Opportunities and Credits

MCC's ability to function smoothly and provide quality experience for our athletes depends heavily on the dedication and hard work of our parent volunteers. From Board members overseeing legal and administrative functions, to committee chairs managing year-round activities, and task-specific volunteers helping to make practices and regattas happen, every volunteer is essential to the success of MCC.

Families choosing Dues Options 1 or 2 must earn 6 or 3 volunteer credits, respectively. Volunteer jobs range from a minimum credit value of ½ credit for a two-hour shift to a maximum of 6 credits for serving on the Board. A list of jobs and their accompanying credits is available on the MCC Website at www.mcleancrew.org/volunteering.

Examples include:

- Bus Chaperone to and from spring practice
- Regatta support (VASRA assigned job or MCC job)
- Fundraising event shifts
- Operational volunteer positions (Board members, coordinator/lead positions, committee members)

Volunteer credits are assigned based on the nature of the task, level of effort, responsibilities, and club needs, rather than the duration of the shift alone. Credit values are determined by the Board.
. However, many lead volunteer and fundraising coordinator positions are assigned multiple credits. Volunteers receive credit only when the volunteer opportunity has been completed, or if the opportunity was canceled with no more than 48 hours notice.

Additionally, should a family need to change a volunteer shift within seven days of the obligation, the family is expected to find their own replacement.

A $500 charge will be assigned for each unfulfilled volunteer credit before the end of the Spring Season. For example, if a family chooses Membership Option 1, they are required to fulfill 6 volunteer credits throughout the school year. They can contact the Member At Large for Volunteers at any time for an update on their credit tally.

Volunteer credits may also be adjusted, as determined by the Member at Large for Volunteers and the Board. Adjustments during the season are limited, but recommended improvements are welcome. Fundraisers may be added, canceled, or modified, as determined by the VP of Ways & Means and the Board.

Post-Season Regatta Requirements

Additional volunteer assignments are expected of all families should their rower participate in Stotesbury, Nationals, and/or any other regatta not part of the regular season. These assignments do not count toward a family's obligation and are required of all families regardless of which registration option was selected.

Mulch Madness

In addition to the volunteer credits families commit to earning in their membership agreement, family participation in the annual Mulch Madness fundraiser is required by all members.

Mulch Madness is mandatory for all families. All athletes and at least one parent per athlete are required to participate. The event is scheduled for February 27 to 28, 2027, with the goal of completing all activities in one day, if feasible. Parent volunteers should plan for an 8 to 10-hour shift. March 6 to 7, 2027, is reserved as the backup weekend in case of weather-related cancellations.
. If a family has two athletes, then a parent must work two days (one parent mulch volunteer day per athlete). This is in addition to the volunteer commitments related to their choice of dues, even if the family selected to pay in full without volunteer credits.

No one is exempt from Mulch Weekend - all hands-on deck are needed. Therefore, a $1,000 charge will be assessed for any family not completing at least one entire Mulch Madness weekend work day per athlete. The Board may, at their discretion, waive the charge if warranted by special circumstances.

Any absence by an athlete must be approved in advance by both the athlete's coach and the MCC Board. The MCC Board may, at their discretion, assess financial charges and/or require additional service hours worked for athlete absences.

Any fees charged for absences will be added to the final dues payment owed.

Ergathon

All athletes are required to work Ergathon on Saturday, February 6, 2027 (February 13, 2027 backup date in case of a weather cancellation during the originally scheduled date). Any absence by an athlete must be approved in advance by both the athlete’s coach and the MCC Board. The MCC Board may, at their discretion, assess financial charges and/or require service hours worked for athlete absences.

Any fees charged for absences will be added to the final dues payment owed.

I.7.4 Responsibility

The VP for Ways & Means administers the fundraising program, and the Member At Large for Volunteers coordinates volunteering efforts. They are responsible for addressing any questions regarding fundraising and volunteer requirements related to this policy statement established by the Board. MCC offers activities throughout the year through which families may meet their volunteer and fundraising goals. Any unresolved issues will be forwarded to the Board for final resolution.

I.7.5 Earning and Accounting

Both fundraising and volunteer efforts will be tracked throughout the membership season. The VP for Ways & Means will work with fundraising event coordinators to record member fundraising effort. Families receive volunteer credits for each volunteer job completed during the season. The Member At Large for Volunteers will maintain a spreadsheet of all members, their volunteer goals, and completed volunteer shifts. Each family must meet, or be scheduled for, its volunteer commitment by April 1, 2027. A record of completed volunteer credits earned will be available at each monthly meeting after the official start of the season, which begins after tryouts. Families still needing to fulfill additional volunteer credits will be informed of opportunities to earn them.

Many fundraisers give the students and families opportunities to work together and contribute to the coaches' team-building goals. The Club retains only the most profitable fundraisers to fulfill its mission. A family can also earn volunteer credit for these fundraisers by signing up to participate in the approved activities planned for the year.

- The VP Ways & Means may set minimum age requirements for family member participation in specific fundraising events.
- Participants are responsible for signing in with the fundraising coordinator at the time of the event to be awarded volunteer credit. The fundraising coordinator is responsible for forwarding the sign-in sheets to the Member At Large for Volunteers in charge of tracking volunteer efforts.
- The Member At Large for Volunteers will update and make available the current member volunteer credits on a weekly basis.

I.7.6 Donations

Donations are always welcome, at any level. Large corporate donations, grants, or sponsorships are highly desirable. Please contact the VP for Ways & Means if you are able to arrange such donations. Door-to-door, telephone, or shopping center solicitations for donations may be done only with prior written approval of the Board.

MCC is a 501(c)(3) charitable organization, so monetary donations may qualify as a tax-deductible contribution. **Please note, neither membership fees nor suggested donations for Green Days are considered tax-deductible donations.**

I.7.7 Crediting

Every effort is made to ensure that an accurate record of commitments and earnings is maintained for every family. This relies on accurate reporting to the VP for Ways & Means and Member At Large for Volunteers. Fundraising efforts and volunteer credits are earned on an annual basis and cannot be carried over to the following rowing season (academic year). Volunteer credits are earned after the Annual Membership meeting in June of one year through the Annual Membership meeting of the following year. Fundraising efforts and volunteer credits cannot be transferred to another family. Families whose volunteer commitments are not met by the volunteer deadline date must immediately remit payment for $500 per volunteer credit deficit. A charge of $1,000 will be assessed for any family not volunteering at least one adult family member per registered athlete for at least one entire mulch delivery weekend volunteer shift (e.g. two registered athletes in a family require two mulch delivery days by a parent).

The award of varsity letters and or other graduation awards may be withheld until fundraising and volunteering balances are cleared with the Club.

If a student withdraws from the program during the season (with the exception of condition noted above in Section 3.4, Fees Refund Policy), their fundraising and volunteer credits earned are:

- Not refundable to the athlete
- Not transferable to another athlete (other than a sibling)
- Not pro-rated if the athlete participates during only part of the year

I.8 Communication Policy

- Mail: (correspondence/payments) should be directed to:

  McLean Crew Club, PO Box 7104, McLean, VA 22106

- Web Page: The MCC web page is a great source of information about the crew program. It contains timely information, regatta schedules and results, photographs and forms. All website information must be submitted to the Board for approval prior to posting. The MCC web page address is www.mcleancrew.org.

- Slack: This platform serves as the Club's most timely and frequently updated source of information. It delivers real-time communication, including regatta schedules and results, transportation status, photo gallery links, and last-minute schedule changes. Club member parents are strongly encouraged to join the appropriate channels to stay informed.

- Email: All email messages meant to reach the general membership must be submitted through the Board and distributed at its discretion. Club-related emails are typically sent to groups of individuals (e.g., boys' team, girls' team, parents, Board members, etc.). You are encouraged to sign up on our website to receive emails intended for one or more of these groups.

- Publicity: All media submissions must be submitted to and approved by the Board. The Club President or another Board designee must handle all media inquiries. Non-Board members may not speak on behalf of the MCC.

- **Coaches:** Athletes should be the primary communicators with their coaches. All electronic communications between an athlete and a coach or other adult must include a second adult (e.g., a parent or another coach) in accordance with SafeSport requirements.
- However, if after the athlete has communicated with their coach, parents have questions or concerns about their athlete and their role on the team, they should first contact the President, rather than the coaches.

Board of Directors

Table 4

Position	Responsibilities	Contact Information
President	• Preside at all meetings • Appoint all committees • Responsible for the day-to-day operations of MCC • Manage coaching staff contracts • Preside as parental point-of-contact with coaches • Ensure compliance with policies of MCC, VASRA, US Rowing Association, McLean High School, and the Virginia High School League • Responsible for the coordination of all activities between MCC and the MHS Student Activities and FCPS Officials	Chuck Bowen president@mcleancrew.org
Vice President-Administration	• Oversee the administrative activities of MCC • Oversee documentation requirements to operate MCC in accordance with all governing regulations (waiver forms, medical forms, entry forms, insurance, etc.) • Maintain membership records (roster) • Oversee/sponsor the Uniform Committee • Perform other functions as assigned by the President	Jessica Jia vpadmin@mcleancrew.org
Vice President-Ways & Means	• Responsible for all MCC fundraising activities except membership fees (Winter fundraiser, mulch sale, Erg-a-thon, Turkey Trot, etc., and corporate donations) • Develop funding ideas to meet annual requirements • Plan and execute fundraisers throughout the season • All fundraising committee chairs report to this position • Chair the Ways and Means Committee • Oversee fundraising subcommittees • Perform other functions as assigned by the President	Connie Tzioumis vpwaysandmeans@mcleancrew.org
Vice President-Operations	• Responsible for the maintenance and procurement of equipment owned and operated by MCC (rowing shells, oars, cox boxes, launches, trailers, safety boxes, ergs, etc.) • In the President's absence, officiate at meetings in his/her stead • Assist the President in the discharge of their duties • Perform other functions as assigned by the President • Oversee operational managers' duties with equipment	Dave McGowan vpoperations@mcleancrew.org

Position	Responsibilities	Contact Information
Secretary	• Be present at every meeting of MCC • Keep a complete journal of all proceedings • Correspondence (emails, newsletters, etc.) • Space Reservations • Calendar Management • Oversee website and social media • Coordinate photography of events • Review and coordinate reviews of Constitution/By Laws • Oversee the club's Historian	Marie Lee secretary@mcleancrew.org
Treasurer	• Collect fees • Oversee budget (cash flow and policies) • Manage payments • Manage financial accounts	Amir Hanna treasurer@mcleancrew.org
Regatta Chair	• Oversee volunteer coordination with VASRA • Develop a manual of timetables and activities • Oversee the Regatta team, including Local and Away regatta chairs, grille master, food purchase and preparation, etc. • Prepare and managed hotel reservations for post-season regattas • Coordinate logistics with transportation lead and coaches for regattas • Manage regatta budgets in coordination with president and treasurer • Manage communications of regattas for club	Shira Machleder-Schatz regattachair@mcleancrew.org
Member at Large for Rower Operations	• Oversee Learn to Row, including coach communication and coordination, logistics, parent interest meetings, and administer swim test. • Manage recruitment event opportunities and middle school outreach and engagement • Administer schedules and coordination for Green Days and Winter Conditioning • Oversee athlete transportation, particularly bus contracts • Oversee regular season swim test, all-team boat dinner, Spring Break activities and logistics, and end of season event • Manage Volunteer Badging • Perform other functions as assigned by the President	Leila Getto memberatlarge@mcleancrew.org
Member at Large for Volunteers	• Review and create proposal for volunteer requirements in Membership Agreement. • Track volunteer points from sub-committees and monitor overall compliance with membership agreement. • Create and update Sign-Up Geniuses throughout the year to communicate and fill volunteer positions available.	Ed Lewis Memberatlarge2@mcleancrew.org

Position	Responsibilities	Contact Information
	• Update and make available monthly volunteer point tracking spreadsheet once the spring season begins. • Responsible for solicitation and maintenance of "overall" volunteer vacancies, not otherwise specified (see organizational chart). • Ensure families are made aware of their point standing mid-season especially if they are falling short of their commitment.	
Member at Large for Contracts & Club Administration	• Draft Coaches contracts and ensure that they are properly executed • Maintain and distribute Coaches Handbook, and ensure Coach compliance with requirements, policies, procedures therein (including tracking Coach compliance with all necessary certifications, trainings, etc.) • Maintain insurance including D&O, US Rowing/General Liability and equipment policies • Ensure all trailers and chuck wagon are properly registered and tagged with DMV • Manage relationship with TBC including storage and other contracts • Annually, work with VP Admin to review and implement updates to the McLean Crew Club Membership Handbook and Safety Manual for McLean High School Crew Club	Emily Terrell Memberarlarge3@mcleancrew.org

Introduction to Rowing

I.9 Boat Organization

The UPPER BOATS (i.e., 1V, 2V) are the top of our program. Athletes who reach this status are experienced rowers with the talent and dedication to train and race at a high level. First priority is selection of the First Eights and/or First Fours. After that, qualified athletes may try out for the Second Eights and/or Second Fours. Upper Boats normally travel to away regattas, but the final decision rests with the coach. Success in Upper Boats requires year-round training.

The LOWER BOATS (i.e., F8, 3V, 4V) are the starting point for all athletes, and this is where the basics are learned. These boats do not always compete at championship regattas. Lower Boats will travel to away regattas at the coach's discretion.

I.10 Season Organization

I.10.1 Fall Rowing Program

The Fall Learn to Row program introduces new athletes to the sport through on-the-water experience. Athletes must pass the Swim Test before participating in Learn to Row (LTR). Completion of LTR is required for Fall Rowing Program registration. Weather permitting, there is a period of on-the-water training for freshmen and novice athletes that introduces the sport. During Fall 2026, the Club will offer a 13 session Learn to Row Program for high schoolers and a six session Learn to Row program for middle schoolers. These programs are designed to help novice rowers develop the skills required to compete in the spring season. The Club may provide this program in cooperation with other rowing programs. On-the-water training is done out of Thompson Boat Center on the Potomac waterfront in Georgetown. Parents are responsible for arranging transportation to the boathouse for this program.

MCC may offer the opportunity to the athletes to begin their conditioning using ergometers (rowing machines) and weight training outside of the fall Learn to Row program. Indoor activities take place primarily at McLean High School before and after school hours.

Virginia High School League (VHSL) and VASRA rules allow the Club 34 Green Days where athletes can meet with coaches. Athletes will meet with coaches two to three times per week to work on skills development. The sessions are not mandatory and cannot be used for consideration for team selection. Additionally, local rowing clubs offer fall competitive rowing programs, and the Club encourages its athletes to experience the challenge of head racing, (longer races rowed for times) during this season. Participation in fall programs run by local clubs is not coordinated by MCC.

I.10.2 Winter Conditioning Program

Also known as the "Indoor Rowing Season," the winter conditioning program builds strength through ergometer training and weight training, while offering student rowers opportunities to compete regionally, nationally, and internationally. on ergometers.

During winter conditioning, athletes can participate in off-the-water competitions such as the W&L triathlon, Yorktown Sprints, and the Mid-Atlantic Erg Sprints. The Mid-Atlantic Erg Sprints, held in Alexandria, Virginia brings together hundreds of rowers of all ages from Virginia,

Maryland, and the District of Columbia and other areas as they compete against the clock, rowing on ergometers over prescribed distances. This daylong event involves all rowers as they participate in age- and skill-appropriate events.

MCC's fall and winter conditioning and training programs have made the Club very competitive in all indoor rowing events, and participation in local events is expected.

I.10.3 Spring Season

The spring season will start in February (weather permitting; this is when spring sport practices are allowed by the VHSL) and run through the end of local, regional, and national competitions in May. During this time, weather permitting, MCC plans to compete in 5-9 local and away regattas. Potential regatta venues include the Potomac River (DC), Sandy Run Regional Park (VA), Schuylkill River (PA), and Noxontown Pond (DE). The Club also will compete in the Virginia Scholastic Rowing Championship Regatta, which is commonly referred to as "States." The Club also may participate in other, out-of-area regattas, depending on selection (e.g., Stotesbury Regatta), qualification (e.g., SRAAs / Nationals), scheduling, and available resources.

Spring Schedule:

- Practice will be held five days after school plus Saturday mornings, beginning at the start of spring sports season. Bus transportation for athletes will be provided from McLean High School to Thompson Boat Center each weekday afternoon. The bus schedule will be determined prior to the beginning of the spring season. Parents of students who choose not to ride the bus are responsible for providing transportation in accordance with state laws and school regulations and with prior coach approval for this arrangement.
- Practices will be held on Saturday if a regatta is not scheduled for that day. Parents and athletes are responsible for providing transportation to and from Saturday practices.
- Additional practices may be scheduled. These practices could include early morning time slots when necessary. Parents and athletes are responsible for providing transportation to additional practices.
- **Spring Break Training:** Participation is mandatory for returning athletes and optional for freshmen/novice rowers. And transportation to and from MHS and Thompson's Boat Center (TBC) for practices will be provided for athletes during the school week. During MHS's spring break (Mar 22 - March 26, 2027), there will be (A) mandatory practices in the mornings; (B) optional team building events in the afternoon/evenings; and (C) regattas on Saturday, Mar 20th and March 27th. **Buses will be provided for transportation to and from spring break training, but not for local regattas and social events**.

Forms

Parents are responsible for completing and submitting all required forms for participation. Forms may be completed online using DocuSign or, under certain circumstances, can be downloaded and delivered to the "Crew" mailbox in the MHS Activities Office, or mailed to the Club's P.O. Box (McLean Crew Club, PO Box 7104, McLean, VA 22106-7104).

Table 5

Mandatory Forms Required by FCPS and MCC	Purpose	Due
Register via MHS Athletics	Required by FCPS and MHS. Includes the contact info, Emergency Care Card, medical insurance information, Concussion Education Agreement, weight room permission form, field trip driver's license and vehicle information.	https://mcleanhs.fcps.edu/student-life-activities/athletics
VHSL Sports Physical Examination Form. Turn in a valid physical dated after May, 1 2026.	Required by the VHSL and MHS. Must be turned in to participate in any MHS Athletics.	Turn VHSL Physical Form in to the student activities office. https://www.vhsl.org/forms/ https://fairfax-va.finalforms.com/parents/login

Table 6

The following forms will be linked on the Club's website at: www.mcleancrew.org.

MANDATORY FORMS	Purpose	Due
Rower Registration	Registration to join MCC with important contact information	Upon joining
Participation Waiver	Required to join MCC – consents/waivers/understandings - please read carefully	Upon joining
Field Trip Driver's License and Vehicle Insurance Information	Required by FCPS for parents and students who transport students in personal or leased vehicles to meetings, fundraisers, practices or regattas, both local and away	Upon joining
Field Trip Luggage Search Authorization	Required by MCC and MHS	Upon joining
Membership Agreement	Indicates what level of fees and credits the family is committing to MCC	All new and returning rowers by November Membership Meeting
Student Driver Form (Student with Student)	Required by MCC	Upon joining
Student Driver Form (Student with Parent)	Required by MCC	Upon joining
SafeSport Certification for all rowers over 18 or who will turn 18 before the season ends and all parents	Required by US Rowing and VASRA	Upon joining
SafeSport Training for minor athletes certificate-Only for rowers under 18	Required by US Rowing and VASRA	Upon joining
MCC MAAPP Policy	Required by US Rowing and VASRA	Upon joining
MCC MAAPP Policy Waiver	Required by US Rowing and VASRA	Upon joining
Weight Room Use	Parent authorization and acknowledgment of risk	Before using the weight room for the first time of the school year
Safety Manual and MCC Safety Video	Required by MCC	Upon joining

Parent/Guardian Apply for Volunteer Badge with FCPS	Required by MCC	Upon joining

Table 7

Other Forms		
Swim Test	To enable an athlete to demonstrate the ability to swim as required for permission to participate in on the water sessions	As scheduled by MCC. Required once per high school career
Safe Sport Non-Sexual Misconduct Incident Report Form	To provide means for reporting non-sexual misconduct	Upon joining
Safety Video	Safety video	Upon joining

Note: additional forms may be needed during the season to comply with FCPS, regatta, US Rowing, or other governing body requirements.

Appendices

Appendix I
McLean Crew Club SafeSport Policies

MCLEAN CREW CLUB
SAFESPORT POLICIES
EFFECTIVE DATE: 10/01/2026

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INTRODUCTION

McLean Crew Club's goal is to pursue excellence in the sport of rowing. The club seeks to achieve this goal with a commitment to integrity, teamwork, and—above all—safety.

Rowing is a lifelong activity which allows athletes to have fun, compete, and spend time with friends. In particular, rowing encourages a healthy lifestyle and builds self-confidence by teaching goal setting, teamwork, and time management skills. Rowers are less likely to use tobacco products, drugs, and alcohol; they have higher graduation rates and are more likely to attend college.

Unfortunately, sport can be a high-risk environment for misconduct, including child physical and sexual abuse. Misconduct may damage an athlete's psychological well-being; athletes who have been mistreated experience social embarrassment, emotional turmoil, psychological scars, loss of self-esteem and negative impacts on family, friends, and the sport. Misconduct often hurts an athlete's competitive performance and may cause them to drop out of sport entirely.

McLean Crew Club is committed to improving the development and safety of athletes and participants involved in rowing. McLean Crew Club publishes this McLean Crew Club SafeSport Policy (the "**Policy**") as a resource to guide the development, implementation and internal review of effective athlete safety and misconduct prevention strategies for rowing activities run by McLean Crew Club.

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (Public Law 115-126) took effect in February 2018 ("**SafeSport Act**"). The SafeSport Act designated the United States Center for SafeSport (the "**Center**") as the official safe sport organization for all Olympic, Paralympic, Pan American, and Para Pan American sports in the United States. In an effort to prevent the emotional, physical, and sexual abuse of amateur athletes, the SafeSport Act requires national governing bodies and Paralympic sports organizations to implement both prevention training and prevention policies.

McLean Crew Club including all employees, contractors, volunteers, officials, board members, committee members and other designees, members, and organizational members (collectively, "**Participants**") are required to comply with the U.S. Center for SafeSport Code of the U.S. and Paralympic Movement (the "**Code"**), including its reporting requirements, available here: https://uscenterforsafesport.org/wp-content/uploads/2020/03/2020-SafeSport-Code-04.01.20.pdf

The Code serves as benchmark by which the Center or McLean Crew Club evaluates whether a Code violation has occurred. For violations that fall within the Center's jurisdiction, the Center will determine resolutions and sanctions in connection with the violation. McLean Crew Club will process Code violations that occur outside the Center's jurisdiction pursuant to the procedures outlined in the sections below.
The Code outlines prohibited conduct relating to the following categories for all Participants (hereinafter defined):

- Criminal Charges or Dispositions
- Child Abuse
- Bullying
- Harassment
- Hazing
- Sexual Misconduct
- Emotional Misconduct
- Physical Misconduct
- Aiding and Abetting
- Misconduct Related to Reporting
- Misconduct Related to the Center's Process
- Other Inappropriate Conduct
- Violation of the Minor Athlete Abuse Prevention Policies ("MAAPP")

All forms of misconduct are intolerable and in direct conflict with the Olympic ideals and those of US Rowing, McLean Crew Club, and Fairfax County Public School (FCPS) policies. On these thirteen points, we have a zero-tolerance policy for the coaches, athletes, crew officers, parent(s) and any outside vendors/contractors hired by McLean Crew Club to assist the team. McLean Crew Club expects everyone to conduct themselves in the highest standard, being supportive, positive, and inclusive to all those involved within and outside of McLean Crew Club.

Pursuant to the SafeSport Act as implemented by the Code, and McLean Crew Club, the Center has exclusive jurisdiction over all issues involving Sexual Misconduct and Child Abuse. Such issues are to be reported directly to the Center and appropriate local authorities. Such reports to the Center should be made through the reporting form found here: https://uscenterforsafesport.org/report-a-concern/.

While non-sexual misconduct issues may be reported directly to the Center, McLean Crew Club encourages initial reporting of such matters to the relevant Member Organization using the Member Organization's internal reporting processes.

I. DEFINITIONS

Adult or adult – Any individual 18 years of age or older.
Adult Participant – Any adult (18 years or older) who is:

- A member or license holder of McLean Crew Club or its Member Organizations
- An employee or board member of McLean Crew Club or its Member Organizations
- Within the governance or disciplinary jurisdiction of McLean Crew Club or its Member Organizations
- Authorized, approved, or appointed by McLean Crew Club or its Member Organizations to have regular contact with or authority over Minor Athletes. This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

Amateur Athlete – An athlete who meets the eligibility standards established by the National Governing Body or Paralympic sports organization for the sport in which the athlete competes.
Athlete – Any student athlete who participates in any McLean Crew Club licensed competition or
McLean Crew Club sanctioned event.
Authority – When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person.
Bullying - Bullying is an intentional, persistent, and repeated pattern of committing or willfully tolerating physical and non-physical behavior that is intended, or has the reasonable potential, to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s) as a condition of membership. It includes any act or conduct described as bullying under federal or state law.
Center – The U.S. Center for Safe Sport.
Close-In-Age-Exception – An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception only applies within the prevention policies and not regarding conduct defined in the SafeSport Code.
Child, Children, Minor, and Youth – An individual who is, or is believed by the Respondent to be, under the age of 18. The terms child, children, minor and youth are used interchangeably throughout this policy.
Coach – Any adult who has or shares the responsibility for instructing, teaching, training, or advising an athlete in the context of rowing.

Dual Relationship – An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.
Emotional Misconduct - Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behavior includes verbal and physical acts, as well as actions that deny attention or support. It also includes any act or conduct (e.g., child abuse and child neglect) described as emotional abuse or misconduct under federal or state law.
Harassment - Harassment is a repeated pattern of physical and/or non-physical behavior intended to cause fear, humiliation, or annoyance, offend, or degrade, create a hostile environment; or reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. It includes any act or conduct described as harassment under federal or state law.
Hazing - hazing involves coercing, requiring, forcing, or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for joining a group or being socially accepted by a group's members. It includes any act or conduct described as hazing under federal or state law. Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.
Minor Athlete – is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of McLean Crew Club or its Member Organizations.
Misconduct – Conduct which results in harm, the potential for harm or the imminent threat of harm. Age is irrelevant to misconduct. There are six primary types of misconduct in sport: emotional, physical, and sexual misconduct, bullying, harassment, and hazing.
Participant – Any individual who: (a) currently is, or was at the time of a possible SafeSport violation, within the governance or disciplinary jurisdiction of McLean Crew Club, (b) is an Athlete or McLean Crew Club Designee, (c) a participant or attendee of a McLean Crew Club licensed competition or sanctioned event, including team staff, medical or paramedical personnel, administrator, official, or other athlete support personnel, employee, or volunteer, or (d) McLean Crew Club employees, contractors, volunteers, officials, board and committee members and other designees, members, and organizational members
Physical Misconduct – Physical misconduct involves contact or non-contact behavior that can cause physical harm to an athlete or other sport participants. It also includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect and assault).
Prohibited Conduct - The definitions of prohibited conducts below reflect portions of the definitions set forth in the US Rowing SafeSport Policy. The full definitions in the US Rowing policy as well as any FCPS definitions of misconduct must be understood by all McLean Crew Club Adult Volunteers staff and athletes.

Regular Contact – Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s).
Sexual Misconduct – including Child Sexual Abuse - Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced, or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct, or indirect authority. Last, any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct. This includes, but is not limited to:

- Sexual or gender-related harassment
- Non-consensual sexual contact (or attempts to commit the same)
- Non-consensual sexual intercourse (or attempts to commit the same)
- Sexual exploitation
- Bullying or hazing, or other inappropriate conduct of a sexual nature

II. MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

The U.S. Center for SafeSport is committed to building a sports community where participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. McLean Crew Club supports this mission and is committed to ensuring our competition and training environments are free from abuse. This set of policies is for keeping young athletes safe.

II.1 AUTHORITY: PREVENTION TRAINING AND POLICIES

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and Paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors*. 36 U.S.C. § 220542(a)(2)(E). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterruptible one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

What is the MAAPP?

To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP). The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has three primary components:

- An Education & Training Policy that requires training for certain Adult Participants within the Olympic & Paralympic Movement;
- Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse;
- Recommended Prevention Policies.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction. These policies should be implemented alongside the SafeSport Code.

All McLean Crew Club members are required to read the MAAPP. This includes all athletes, coaches, referees, chaperones, board members, staff, etc., by following the link below:

https://uscenterforsafesport.org/training-and-education/minor-athlete-abuse-prevention-policies/

Is the MAAPP Different from the SafeSport Code?

Yes. The SafeSport Code works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

Does the MAAPP Have Any Exceptions?

Yes. The MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and include:

1. A Close-in-Age Exception
   This exception applies to certain policies and allows for In-Program Contact between an Adult Participant and a Minor Athlete if:
   a. The Adult Participant has no authority over the Minor Athlete; and
   b. The Adult Participant is not more than four years older than the Minor Athlete.

   Note: This exception is different than the close-in-age exception in the SafeSport Code pertaining to misconduct.
2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete
3. Exceptions for Dual Relationships
   This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. The exception requires written consent of the Minor Athlete's parent/guardian at least annually.

B. REPORTING VIOLATIONS

Violations of these MAAPP policies can be reported to USRowing by submitting a USRowing Incident Report Form, which can be found at https://usrowing.org/sports/2018/4/13/18827_132107104230772015.aspx, or by contacting the members of the Safe Sport Protection Team at: USRowingSafeSport@usrowing.org, or (609) 751-0713.

C. MAAPP PROVISIONS

II.1.1 PART ONE: SAFESPORT EDUCATION AND TRAINING POLICY

Our policies and procedures are in addition to any and all requirements of the Fairfax County Public Schools which require staff members and/or volunteers to report abuse, misconduct, and violations of the conduct as designated in this SafeSport Policy. To do so, staff members and/or volunteers must understand each of the misconducts and the policy that Mclean Crew Club has developed to supplement all reporting requirements.

SafeSport Training for Coaches, Parents & Volunteers

All McLean Crew Club coaches, referees, chaperones, board members, staff, etc. are **required** to complete SafeSport Trained Core once every four years (90 minutes) and required refresher courses in the interim years (30 minutes). Each parent must take the required courses individually.

You can access this training via http://safesporttrained.org/. New parents should create an account and returning parents should log on to their existing account.

New parents (or those that have not previously taken SafeSport training) should take SafeSport Trained Core. The thumbnail is dark blue with two female athletes celebrating. This course takes an estimated 90 minutes to complete.

If you have already taken the 90-minute Core training in previous years, you are likely due for a 30-minute Refresher Course: Refresher 1, Refresher 2, or Refresher 3. These thumbnails are orange and only one is required per year. Each refresher takes about 30 minutes.

YEAR ONE: SafeSport Trained Core
YEAR TWO: Refresher 1: Recognizing & Reporting Misconduct
YEAR THREE: Refresher 2: Preventing Misconduct
YEAR FOUR: Refresher 3: Creating a Positive Sport Environment
YEAR FIVE: SafeSport Trained Core

SafeSport Training for Adult Athletes (Ages 18+)

All McLean Crew Athletes ages 18 and up are **required** to complete SafeSport Trained Core . Adult athletes can access the training by logging into your individual profile on https://membership.usrowing.org with your member number and password. Click the SafeSport button in the menu bar on the left-hand side, and from the Catalog tab select the course for "SafeSport Trained Core". The thumbnail is dark blue with two female athletes celebrating. The course is estimated to take 90 minutes to complete.

Athletes who will turn 18 during the coming season are **encouraged** *with parental consent* to complete SafeSport Trained Core at the start of the season. Athletes can access the training by logging into your individual profile on https://membership.usrowing.org with your member number and password.

SafeSport Training for Minor Athletes (Under age 18)

All McLean Crew Athletes under the age of 18 (and who will not turn 18 during the season) are **encouraged** *with parental consent* to complete SafeSport for Youth Athletes each year.

Youth athletes can access the training by logging into your individual profile on https://membership.usrowing.org with your member number and password. Click the SafeSport button in the menu bar on the left-hand side, and from the Catalog tab select the course for "Youth Athlete". The course is estimated to take 20 minutes to complete.

Minor Athlete Abuse Prevention Policy (MAAPP)

All McLean Crew Club members are **required each year** to read the MAAPP. This includes all athletes, coaches, referees, chaperones, board members, staff, etc., by following the link below:

https://uscenterforsafesport.org/training-and-education/minor-athlete-abuse-prevention-policies/

II.1.2 PART TWO: POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetuated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions must protect children while allowing for these beneficial relationships.

a. ONE-ON-ONE INTERACTIONS

All one-on-one In-Program Contact between an Adult Participant and an Athlete must be **observable and interruptible**, except in emergency circumstances.

b. MEETINGS AND TRAINING SESSIONS

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Athlete(s) are present.

c. MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

(ALL HEALTHCARE PROVISION)

All In-Program athletic training modalities, massages, or rubdowns of an Athlete must:

- Be **observable and interruptible**; and

- Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- Have documented consent as explained in subsection (2) below; and
- Be performed with the Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered.

d. AREAS WHERE ATHLETES CHANGE

(including, but are not limited to, locker rooms, the boathouse, and restrooms)

Adult Participants must ensure that all one-on-one In-Program Contact with Athlete(s) in a locker room, changing area, or similar space where Athlete(s) are present is **observable and interruptible**.

e. ELECTRONIC COMMUNICATIONS

All one-on-one electronic communications between an Adult Participant and an Athlete must be **Open and Transparent**

- **Open and Transparent** means that the Adult Participant copies or includes the Athlete's parent/guardian, another adult family member of the Athlete, or another Adult Participant.
- If an Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- Only platforms that allow for **Open and Transparent** communication may be used to communicate with Athletes.
- When an Adult Participant communicates electronically to the entire team or any number of Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Athletes' parents/guardians.
- All electronic communication originating from an Adult Participant(s) to an Athlete(s) must be professional in nature.
- Parents/guardians may request in writing that the Organization or an Adult Participant subject to this policy not contact their Athlete through any form of electronic communication. McLean Crew Club/Member Organization and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

f. TRANSPORTATION

An Adult Participant cannot transport an Athlete one-on-one during In-Program travel.

g. LODGING

All In-Program Contact at a hotel or lodging site between an Adult Participant and an Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with Athlete(s). Adult Participants that travel overnight with Athlete(s) are deemed to have Authority over Athlete(s) and thus must comply with the McLean Crew Club's Education & Training Policy.

h. MONITORING METHODS

McLean Crew Club utilizes multiple monitoring methods to observe how individuals are interacting, including without limitation (1) formal supervision, including regular evaluations; and (2) informal supervision, including regular and random observation (e.g., roving and checking interactions throughout practices), and (3) maintaining frequent contact with staff members, volunteer and athletes who interact off-site.

III. PROHIBITED CONDUCT

All Participants are bound by and must comply with this Policy as well as the Code. Participants are responsible for knowing the information outlined herein, and in the Code, and by virtue of being a Participant, have expressly agreed to this Policy and the Code, including the applicable policies and procedures.

Participation in McLean Crew Club licensed, and sanctioned activities is a privilege, not a right. Such participation may be limited, conditioned, suspended, terminated, or denied if a Participant's conduct is or was inconsistent with the Code, this Policy, and/or the best interests of the sport of rowing and those who participate in it. It is a violation of this Policy for a Participant to engage in or tolerate: (i) Prohibited Conduct; (ii) any conduct that would violate any current or previous Center or McLean Crew Club standards analogous to Prohibited Conduct that existed at the time of the alleged conduct; or (iii) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then-applicable criminal and/or civil laws.

McLean Crew Club formally adopts the definitions of Prohibited Conduct contained in the Code and set forth below. Any changes to the Code's categories and definitions of misconduct are

immediately adopted by McLean Crew Club and effective upon the Center's publication of them unless otherwise noted.

Prohibited Conduct includes:

- Criminal Charge or Disposition
- Child Abuse
- Sexual Misconduct
- Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
- Aiding and Abetting
- Misconduct Related to Reporting
- Other Inappropriate Conduct
- Violation of USRowing MAAPP

All Participants must familiarize themselves with each form of misconduct and the policies herein and in the Code and must refrain from engaging in misconduct and/or violating any of these policies.

III.1 CRIMINAL CHARGE OR DISPOSITION

It is a violation of this Policy for a Participant to have a Criminal Charge or Disposition. Criminal Conduct is relevant to an individual's fitness to participate in sport. The age of a Criminal Charge or Disposition is not relevant to whether a violation of this Policy occurred but may be considered for sanctioning purposes. A Participant who is currently on any state, federal, territorial, or tribal sex offender registry is ineligible to be a Participant.

III.2 SEXUAL MISCONDUCT AND CHILD ABUSE

McLean Crew Club applies the same policies prohibiting Sexual Misconduct and Child Abuse as the applicable policies of the Code, which can be found here: https://www.uscenterforsafesport.org. All persons within the jurisdiction of McLean Crew Club shall comply with the Sexual Misconduct and Child Abuse policies of the Code. Any violation of the Sexual Misconduct or Child Abuse policies of the Code by a Participant shall subject such person to appropriate disciplinary action by the Center and/or McLean Crew Club, including, but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities.

Prohibited Conduct and Jurisdiction: The Center shall have authority and jurisdiction over the investigation and resolution of any allegations of violations by any Participant of the Sexual Misconduct policies set forth in the Code, which prohibit sexual behavior involving minors by

any adult Participant and in some cases between minors, including without limitation, (as such terms are defined in the Code):

- Sexual or Gender-related Harassment
- Non-consensual Sexual Contact
- Non-consensual Sexual Intercourse
- Sexual Exploitation
- Bullying or Hazing or Other Inappropriate Conduct of a sexual nature, including:

- An adult Participant engaging in an intimate or romantic relationship where a Power Imbalance exists.
- An Adult Participant exposing a minor to imagery of a sexual nature
- An Adult Participant intentionally exposing private areas, or inducing another to do so, to an adult where there is a Power Imbalance, or to a minor, or
- An Adult Participant engaging in inappropriate physical contact with a Participant where a Power Imbalance exists.

The Center shall also have authority and jurisdiction over the investigation and resolution of reports or allegations of McLean Crew Club SafeSport policies other than Sexual Misconduct (e.g., Physical Misconduct, Bullying, Locker Room Policy, etc.) where such conduct is reasonably related to and accompanies a report or allegations involving Sexual Misconduct.

III.3 EMOTIONAL AND PHYSICAL MISCONDUCT

It is a violation of this Policy for a Participant to engage in Emotional or Physical Misconduct, when that misconduct is reasonably related to sport, which includes, without limitation:

• Emotional Misconduct
• Physical Misconduct
• Bullying Behaviors
• Hazing
• Harassment
• Threats

III.3.1 Emotional Misconduct

Emotional Misconduct includes: (i) Verbal Acts, (ii) Physical Acts, (iii) Acts that Deny Attention or Support, (iv) Criminal Conduct, and/or (v) Stalking. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

a. Verbal Acts: Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.

b. Physical Acts: Repeated and/or severe aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.

c. Acts that Deny Attention or Support: Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.

d. Criminal Conduct: Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect).

e. Stalking: Stalking when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to (i) fear for their safety, (ii) the safety of a third person, or (iii) to experience substantial emotional distress.
"Course of conduct" means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.
"Substantial emotional distress" means significant mental suffering or anguish.
Stalking also includes "cyber-stalking," wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact.

f. Exclusion: Emotional Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance. Emotional Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participant's participation.

1. Physical Misconduct

Physical Misconduct is any intentional contact or non-contact behavior that causes, or reasonably threatens to cause, physical harm to another person.

Examples of Physical Misconduct may include, without limitation:

a. Contact Violations: Punching, beating, biting, striking, strangling, or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e.g., a concussion) and without the clearance of a medical professional.

b. Non-Contact violations: Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or

sleep; providing alcohol to a person under the legal drinking age; providing illegal drugs or non-prescribed medications to another.

c. Criminal Conduct: Physical Misconduct includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect, assault).

d. Exclusion: Physical Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building appropriate discipline, or improved Athlete performance. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports but have no place in rowing. Physical Misconduct also does not include conduct reasonably accepted as part of sport and/or conduct reasonably accepted as part of Participants participation.

2. Bullying Behavior

Repeated and/or severe behavior(s) that are (i) aggressive, (ii) directed at a Minor, and (iii) intended or likely to hurt, control, or diminish the Minor emotionally, physically, or sexually. Bullying-like behaviors directed at adults are addressed under forms of misconduct, such as Hazing and/or Harassment.

Examples of Bullying Behavior may include, without limitation, repeated and/or severe:

a. Physical: Hitting, pushing, punching, beating, biting, striking, kicking, strangling, spitting, or slapping, or throwing objects (such as sporting equipment) at another person.

b. Verbal: Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

c. Social Media, Including Cyberbullying: Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.

d. Criminal Conduct: Bullying Behavior includes any conduct described as bullying under federal or state law.

e. Exclusion: Conduct may not rise to the level of Bullying Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

3. Hazing

Any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team, or organization. Purported Consent by the person subjected to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Examples of Hazing include:

a. Contact Acts: Tying, taping, or otherwise physically restraining another person; beating, paddling or other forms of physical assault.
b. Non-Contact Acts: Requiring or forcing the consumption of alcohol, illegal drugs or other substances, including participation in binge drinking and drinking games; personal servitude; requiring social actions (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and/or food; restrictions on personal hygiene.
c. Criminal Acts: Any act or conduct that constitutes hazing under applicable federal or state law.
d. Exclusion: Conduct may not rise to the level of hazing if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as a part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Hazing does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

4. Harassment

Repeated and/or severe conduct that (a) causes fear, humiliation or annoyance, (b) offends or degrades, (c) creates a hostile environment (as defined above), or (d) reflects discriminatory bias in an attempt to establish dominance, superiority or power over an individual or group based on age, race, ethnicity, culture, religion, national origin, or mental or physical disability; or (e) any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context, and duration of the behavior.

Conduct may not rise to the level of Harassment if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as a part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views and/or positions. Harassment does not include professionally accepted coaching methods of skill enhancement, physical, appropriate discipline, or improved Athlete performance.

5. **Threats**

A Participant violates this Policy by threatening to harm another Participant. A threat to harm others includes any written, verbal, physical or electronically transmitted expression of intent to physically injure or harm someone else. A threat may be communicated directly to the intended victim or communicated to a third party. Threatening behavior by a Participant is prohibited in any manner in connection with any McLean Crew Club-sanctioned activities or events.

III.4 AIDING AND ABETTING

Aiding and Abetting occurs when one aids, assists, facilitates, promotes, or encourages the commission of Prohibited Conduct by a Participant, including but not limited to, knowingly:

- Allowing any person who has been identified as suspended or otherwise ineligible by McLean Crew Club to be in any way associated with or employed by a Member Organization or organization affiliated with or holding itself out as affiliated with USRowing, an NGB, LAO, the USOPC, or the Olympic & Paralympic Movement.
- Allowing any person who has been identified as suspended or otherwise ineligible by McLean Crew Club to coach or instruct Participants.
- Allowing any person who has been identified as ineligible by McLean Crew Club to have ownership interest in a facility, an organization, or its related entities, if that facility/organization/ related entity is affiliated with or holds itself out as affiliated with an NGB, LAO, USOPC or the Olympic & Paralympic Movement.
- Providing any coaching-related advice or service to an Athlete who has been identified as suspended or otherwise ineligible by McLean Crew Club.
- Allowing any person to violate the terms of their suspension or any other sanctions imposed by McLean Crew Club.

In addition, a Participant also violates this Policy if someone acts on behalf of the Participant to engage in aiding or Abetting, or if the guardian, family member, or Advisor of a Participant, including Minor Participants, engages in Aiding or Abetting.

III.5 INTENTIONALLY FILING A FALSE ALLEGATION

Any person making a knowingly false allegation in a matter over which McLean Crew Club has jurisdiction shall be subject to disciplinary action by McLean Crew Club.

- An allegation is false if the events reported did not occur, and the person making the report knows the events did not occur.
- A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable misconduct, an unsubstantiated allegation alone is not grounds for a violation.

III.6 MINOR ATHLETE ABUSE PREVENTION POLICIES/ PROACTIVE POLICIES

It is a violation of this Policy for a Participant to violate any provision of the MAAPP or other proactive policies adopted by McLean Crew Club (hereinafter set forth). Proactive policies set standards for professional boundaries, minimize the appearance of impropriety, and have the effect of preventing boundary violations and prohibiting grooming tactics.

III.7 WILLFUL TOLERANCE

A Participant violates this Policy by willfully tolerating any form of Prohibited Misconduct, when there is a Power Imbalance between that Participant and the individual(s) who are being subjected to the Prohibited Conduct.

IV. REPORTING

This Policy is designed to reduce misconduct and abuse, but it can still occur. McLean Crew Club does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities. Participants shall follow the reporting procedures set forth in the reporting policy below.

A. REPORTING SEXUAL MISCONDUCT

All reports of Sexual Misconduct must be reported directly to the Center at www.uscenterforsafesport.org or (720)-531-0340. No statutes of limitation apply to reports of incidents of Sexual Misconduct. All such reports received by McLean Crew Club will be forwarded to the Center. Reporting such conduct to the Center does not satisfy an Adult Participant's obligation to report to law enforcement or other appropriate authorities consistent with federal law.

McLean Crew Club does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.

IV.1 RETALIATION

Retaliation is any adverse action taken by a Participant against a person participating in McLean Crew Club proceedings. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in McLean Crew Club's processes and proceedings when the action is reasonably related to the report or engagement with McLean Crew Club. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation does not include good-faith action lawfully pursued in response to report of a McLean Crew Club Policy violation.

IV.2 REPORTING NON-SEXUAL MISCONDUCT

For reporting any non-sexual misconduct, McLean Crew Club will take a report in the way that is most comfortable for the person initiating the report including an anonymous, in-person, verbal, or written report. Regardless of the method of reporting, it is helpful to McLean Crew Club to get the following information:

- The name of the Claimant(s)
- The type of misconduct alleged
- The name(s) of the alleged victims(s)
- The name(s) of the individual(s) alleged to have committed the misconduct.

Individuals may report non-sexual misconduct, including violations of the Minor Athletes Abuse Prevention Policies, to McLean Crew Club by completing an Incident Report Form. Required information on this form will include:

- The name(s) of the Claimant(s)
- The type of misconduct alleged
- The name(s) of the individual(s) alleged to have committed the misconduct
- The approximate date(s) and location(s) where the misconduct was committed
- The names of other individuals who might have information regarding the alleged misconduct
- A summary statement of the reasons to believe that misconduct has occurred.

Except for mandatory reporting to the authorities and the Center, McLean Crew Club will withhold the Claimant's name upon request, to the extent permitted by law. Any non-sexual misconduct can be reported to any of the McLean Crew Club members and or to the SafeSport manager. Claims can be reported by filling out the Non-Sexual Misconduct Incident Report Form which can be found on the McLean Crew Club website and the following page.

NON-SEXUAL MISCONDUCT
INCIDENT REPORT FORM

For reporting any non-sexual misconduct, McLean Crew Club will take a report in the way that is most comfortable for the person initiating the report including an anonymous, in-person, verbal, or written report.

The name(s) of the Claimant(s):

The type of misconduct alleged:

The name(s) of the individual(s) alleged to have committed the misconduct:

The approximate date(s) and location(s) where the misconduct was committed:

The names of other individuals who might have information regarding the alleged misconduct:

A summary statement of the reasons to believe that misconduct has occurred:

V. RESPONDING TO ABUSE OR MISCONDUCT

McLean Crew Club will not enter into an investigation that undermines a pending legal investigation. This Policy addresses McLean Crew Club's disciplinary role where there is: (i) an allegation of misconduct, as defined in this Policy, that does not involve child abuse or sexual abuse, or (ii) an adverse employment determination by a local club for emotional, physical, or sexual misconduct as set forth in this Policy.

A. DISCIPLINARY RULES

On receipt of an allegation, McLean Crew Club will determine in its discretion the appropriate steps to address the conduct based on several factors, including (i) the age of the complainant, (ii) the age of the respondent, and (iii) the nature, scope, and extent of the allegations.

McLean Crew Club will address allegations against a staff member and/or volunteer under relevant organizational policies.

McLean Crew Club's disciplinary response will depend on the nature and seriousness of the incident, and in extreme cases, misconduct will result in summary dismissal. McLean Crew Club may undertake a formal investigation and hearing at its discretion. Before taking any disciplinary action, however, McLean Crew Club will offer the respondent an opportunity to be heard. If the respondent is a minor, McLean Crew Club will first contact his or her parents or guardians.

V.1 DISCIPLINARY ACTION

Sanctions for violations of the Policy will be proportionate and reasonable under the circumstances. McLean Crew Club may take the following disciplinary actions, without limitation:

- Inform the Respondent’s direct supervisor, or, in the case of a minor, the minor’s parent or guardian
- Provide the Respondent with guidance, redirection, and instruction
- File a formal incident report
- Issue a verbal warning
- Issue a written warning

- Limit an individual's access to certain buildings, boathouses, competitions, or people
- Provide informed supervision, where at least one staff member is informed of the allegation and is instructed to supervise the respondent
- Engage in restorative and educational practices
- Suspend or terminate employment or membership

C. ONGOING EMPLOYMENT AND/OR PARTICIPATION

Upon receipt of a credible and specific allegation of child abuse, serious misconduct or any other violation of this Policy, McLean Crew Club may immediately suspend or terminate the Respondent's membership or employment as a means to ensure participant safety.

D. COMPLAINANT PROTECTION

Regardless of outcome, McLean Crew Club will support the Complainant and his or her right to express concerns. McLean Crew Club will not encourage or tolerate attempts from any individual to retaliate, punish, or in any way harm any individual who reports a concern in good faith. Any action to the contrary will be considered a violation of this Policy and grounds for disciplinary action by McLean Crew Club.

E. BAD-FAITH ALLEGATIONS

Any allegation of misconduct under this Policy that is determined to be frivolous, fraudulent, or otherwise made in bad faith, will be considered a violation of the Policy itself. Such reports may also be subject to criminal prosecution and/or civil proceedings.

VI. BACKGROUND CHECKS

McLean Crew Club uses a background check process in support of its commitment to athlete safety. Any Adult Participant who is in a position of authority over athletes of any age or who has Regular Contact with youth athletes is required to complete a background check every two years and to annually complete the on-line SafeSport training course or SafeSport training refresher course. This includes coaches, referees, full-time volunteers, board members, staff, administrators, and any other non-athlete member.

Through this background check, McLean Crew Club will utilize reasonable efforts to ascertain criminal history. This McLean Crew Club Background Check Policy assists McLean Crew Club in promoting the safety and welfare of its athletes.

PROCESS

McLean Crew Club utilizes the National Center for Safety Initiatives (NCSI) as a third-party background check vendor in accordance with the United States Olympic and Paralympic Committee standards. McLean Crew Club has designated the Vice President of Administration as the authorized person to access and review background search information as provided by NCSI and all information shalll be treated in a confidential manner.

CRIMINAL HISTORIES

Any background check that results in a report of a disposition or resolution of a criminal proceeding, other than an adjudication of not guilty, for any of the below criminal offenses will be subject to USRowing, FCPS, and McLean Crew Club's policies and procedures to determine the individual's level of access and involvement.

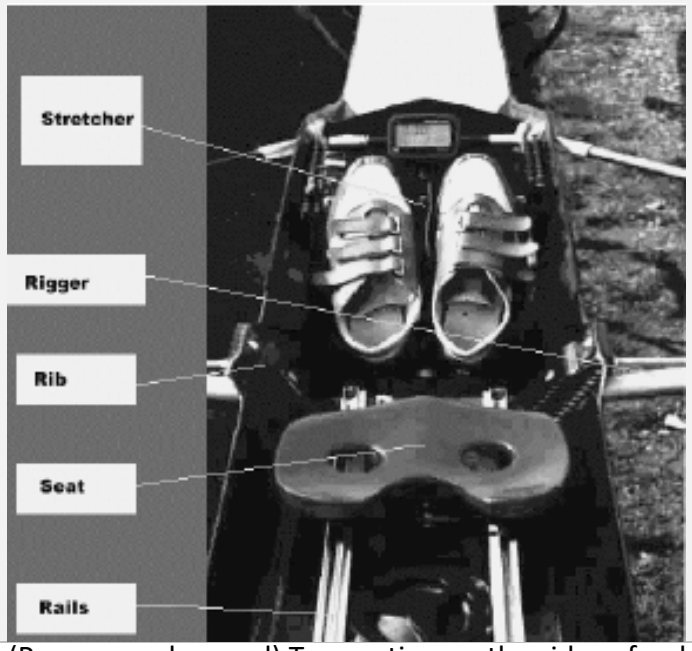
It is a violation of the Policy for a participant to have a criminal charge or disposition. Criminal Conduct is relevant to an individual's fitness to participate in sport. The age of a Criminal Charge or Disposition is not relevant to whether a violation of this Policy occurred but may be considered for sanctioning purposes.

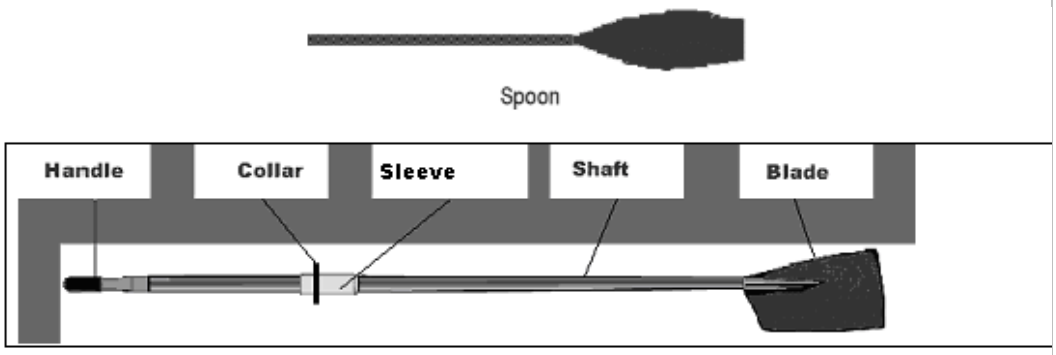
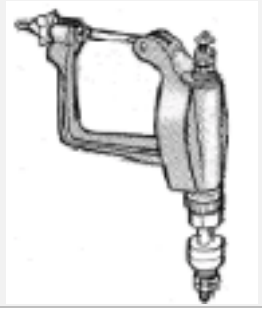
Sex Offender Registry: A Participant who is currently on any state, federal, territorial, or tribal sex offender registry is ineligible to be a Participant.

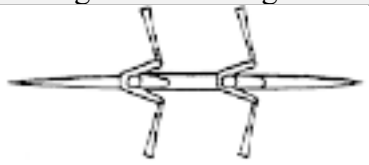
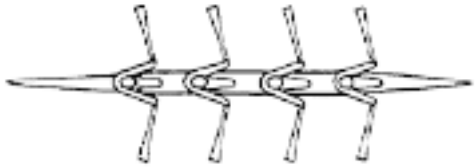
Appendix II

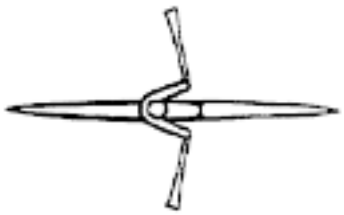
Introduction to Rowing Terms

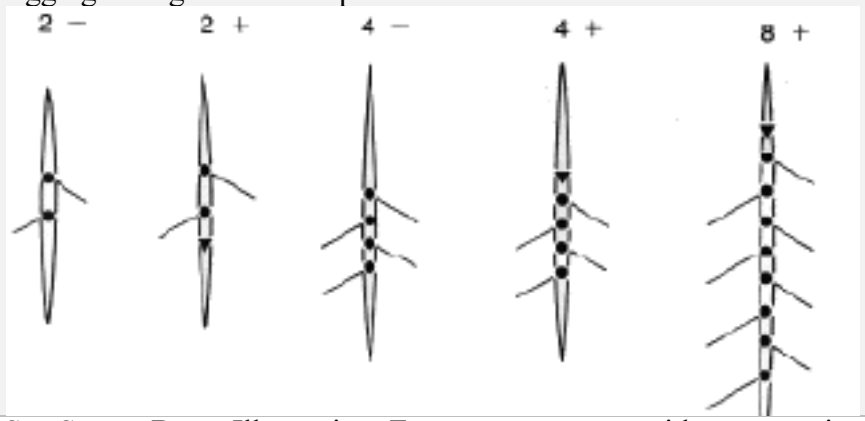
Term	
Bow	The “front” of the boat as the boat is moving forward in the water. Also the position of the rower who sits in the “bow” or first seat from the front as the boat is moving forward.
Catch	The start of the rowing cycle at which the blade enters the water. It is accomplished by an upward motion of the arms only. The blade of the oar
Crab	Not a hard or soft-shelled edible. “Catching a crab” refers to a problem encountered by a rower when the oar gets “stuck” in the water, usually right after the catch or just before the release and is caused by improper squaring or feathering. The momentum of the shell can overcome the
Coxswain	The person in charge of the boat, particularly its navigation and steering. The coxswain, or “cox” will translate and implement coach orders to the rowers.
Drive	That part of the rowing cycle when the rower applies power to the oar. This is a more (or less) blended sequence of applying power primarily with a leg
Feathering	The act of turning the oar blade from a position perpendicular to the surface of the water to a position parallel to the water. This is done in conjunction
Finish	The last part of the drive before the release where the power is mainly coming

Term	
Bow	The “front” of the boat as the boat is moving forward in the water. Also the position of the rower who sits in the “bow” or first seat from the front as the boat is moving forward.
Foot Stretcher	An adjustable bracket in a shell with attached sneakers or similar footwear for the rower’s feet. 
Gunwale	(Pronounced gunnel) Top section on the sides of a shell which runs along the sides of the crew section where the rowers are located. The riggers are secured to the gunwale with bolts.
Keel	The center line of the shell. The term refers to the extent to which the boat is balanced from side to side while rowing. A "good keel' is where the

Term	
Bow	The “front” of the boat as the boat is moving forward in the water. Also the position of the rower who sits in the “bow” or first seat from the front as the boat is moving forward.
Oar	The piece of equipment that each rower uses to propel the boat. In sweep rowing, each oar is approximately 12 feet long, lightweight, and well designed. Comprised of Handle, Collar or button, Sleeve, Shaft and Blade  Hatchet: (aka big blades or choppers or cleavers) These oar blades have a bigger surface area than the standard, or spoon, blades and have a hatchet or meat
Oarlock	A U-shaped swivel that holds the oar in place. It is mounted at the end of the rigger and rotates around a metal pin. 
Port	The left side of the boat as it is moving forward and from the coxswain’s point of view. Port side rowers use oars on their right side.
Rating	The number of strokes per minute. Also known as “stroke rate.” Power 10 (or 15 or 20): A set of strokes when the crew makes an extra effort to “get everything on the oar and make the shell go faster.” Used in a race to try to
Recovery	Part of the rowing cycle from the release up to and including where the oar blade
Release	A sharp downward (and away) motion of the hand that serves to remove the oar blade from the water and start the rowing cycle.

Term	
Bow	The “front” of the boat as the boat is moving forward in the water. Also the position of the rower who sits in the “bow” or first seat from the front as the boat is moving forward.
Rigger	The device that connects the oarlock to the shell and is bolted to the body of the shell.
Rigging	The adjustment and alteration of accessories (riggers, foot-stretchers, oars, etc.) in and on the shell. Examples of rigging adjustments that can be made are the height of the rigger, location of the foot-stretchers, location and height of the
Rudder	Steering device at the stem. The rudder is connected to cables (tiller ropes) that the coxswain uses to steer the shell.
Sculling	Each rower has two oars. These shells often do not have a coxswain. Steering is generally accomplished by applying more power or pressure to the oar(s) on one side of the shell, or with special steering shoes in the bow position of the boat. A sculling shell is configured so that each rower uses two oars.
Sculling Boats: Double (2X)	 Two scullers. Most racing doubles also can be used as a pair with a different set of riggers designed for sweep oars. When used as a pair, a rudder is added. There are also recreational versions of sculling doubles.
Sculling Boats: Quadruple (4X)	 Four scullers. Often referred to as a “quad,” it usually has a rudder attached to one of the sculler’s foot stretchers as in the straight four. Most quads also can be rigged as a straight four using a different set of riggers.

Term	
Bow	The “front” of the boat as the boat is moving forward in the water. Also the position of the rower who sits in the “bow” or first seat from the front as the boat is moving forward.
Sculling Boats: Single (1X)	 One rower or sculler. These shells are about 26-feet long and less than a foot wide. Racing singles can weigh as little as 30 lbs.
Shells	The boats (or shells) are of two types and reflect the two forms of rowing, sweep rowing and sculling. In sweep rowing, each rower handles a single oar (about 12.5 feet or 3.9 meters long); in sculling, a rower uses two oars, (each about 9.5 feet or 3 meters long). The boats are called shells because their hulls are only about 1/8” to $^1/_4$” thick, to make them as light as possible. Shells are also rather long and as narrow as possible. Each rower has his/her back to the direction the shell is moving, and power is generated using a blended sequence of the rower’s legs, back, and arms. The rower sits on a sliding seat with wheels on a track called the slide. Each oar is held in a U-shaped swivel
Skeg	(or fin) A small fin located along the stem section of the hull. This helps to stabilize the shell in holding a true course when rowing. All racing shells
Slide	Two tracks on which the seat moves. The seat moves forward and backward on the slide, enabling the rower to “gather up” his or her body at the start of the stroke and then use the combined power of the legs, back, and arms when
Slings	(or boat slings) Collapsible/portable frames with straps upon which a shell can
Squaring	A gradual rolling of the oar blade from a position parallel to the water to a position perpendicular to the surface of the water. This is accomplished during the recovery portion of the rowing cycle and is done in preparation
Starboard	The right side of the boat as it moves forward, and from the coxswain’s point of view. Starboard side rowers in sweep boats use oars on the rower’s left side.
Stern	The back of the boat as the boat is moving forward. The coxswain’s seat in an eight, or other “stern-loaded” boat, is in the stern.
Stroke	One full motion to move a shell. This term also is used to refer to the sternmost rower, who sits nearest the coxswain.

Term	
Bow	The “front” of the boat as the boat is moving forward in the water. Also the position of the rower who sits in the “bow” or first seat from the front as the boat is moving forward.
Sweep Boats	Shells configured so that each rower has one oar. These shells can have a coxswain, who steers the shell (using a rudder) and urges the rowers on. Oars on a sweep shell are normally alternated from side to side, but alternate rigging configurations are possible. 
Sweep Boats: Coxed Four (4+)	See Sweep Boats Illustration: Four sweep rowers with a coxswain
Sweep Boats: Coxed Pair (2+)	See Sweep Boats Illustration: Two sweep rowers with a coxswain
Sweep Boats: Eight (8+)	See Sweep Boats Illustration: Eight sweep rowers with a coxswain. Eights are 60+ feet (18.5+ meters) long and weigh about 200 to 250 pounds.
Sweep Boats: Straight (or Coxless) Four (4-)	See Sweep Boats Illustration: Four sweep rowers without a coxswain
Sweep Boats: Straight (or Coxless) Pair (2-)	See Sweep Boats Illustration: Two sweep rowers without a coxswain. Steering usually is accomplished with a rudder that is attached to a cable connected to one of the rower’s foot-stretchers. (There is an adjustable bracket to which the rower's feet are secured). The coxless four has a similar rudder set up.