



Bergen County Rowing Academy

A Not-for-Profit Incorporation
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To all our Rowers:

It has come to our attention that in the past there have been incidents of online bullying or putting coaches or other rowers down. Please think about how destructive such actions are! Also think about what purpose they serve. Are they building up the team? Are they helping to build up respect and performance in our team? Are they making you feel better?

Therefore, here are some principles and rules moving forward:

What we want:

- (1) We want to build the best and most competitive team we can build.
- (2) We want to encourage and bring out the best in anyone.
- (3) We want every rower to achieve the best possible results.
- (4) We want to achieve that by putting in our best in training and team building.
- (5) We want to provide the best coaching we can.

What we don't want:

- (1) We don't want to see any rower or coach being put down or made fun of either in cliquish talk or on social media.
- (2) We don't want anyone making fun of rowers who are serious about their workouts and efficient around the dock.

What you can do:

- (1) Please always ask yourself, "are my actions building up the team?"
- (2) Am I contributing to my best of my ability to the success of the whole team and each individual?
- (3) When you see a teammate acting in a manner not conducive to our goals please stand up and call them on it.
- (4) When you see defamations, put-downs, or fun made at another's expense online, in social media, or in cliquish behavior do not participate.
- (5) If defamatory behavior persists from one or a group of our teammates, and your disapproval does not stop the situation, bring it to the attention of Coach Clemens or any BCRA board member.

Consequences:

- (1) If bullying, defamatory, or destructive behavior persists it will lead to the exclusion of the perpetrator(s) from the team.
- (2) If that is necessary it will be a decision by the BCRA Board, and there will be no refund of any fees paid for the season.

Again, it is our sincere goal to build the best and most supportive team we can build. Everyone on the BCRA team or related school teams should feel encouraged, supported, and cared for. Let's do this together!