



**Please note:** Complaints against British Rowing as a service provider will be dealt with separately (under a new Complaints Policy).

### Safeguarding Matters

Safeguarding concerns are reports of behaviour indicating a possible

- Risk of harm towards;
- Unsuitability to work with;
- Sexual/inappropriate relationship with

Children or Adults at Risk.

### Disciplinary Matters

Disciplinary matters involve incidents of Misconduct, which include:

- Any breach of British Rowing's Codes of Conduct, Policies, Regulations, Affiliation Terms and Conditions, Membership Terms and Conditions, or any other published procedures;
- Any conduct, behaviour, statements and/or practices including verbal, physical or emotional abuse, bullying, harassment, discrimination, threatening or intimidating conduct;
- Conduct that brings or is likely to bring British Rowing and/or the sport of rowing into disrepute;
- Conduct which British Rowing reasonably considers to be significantly improper, unethical, or contrary to the interests of the sport of Rowing;
- Any criminal conduct relevant to participation in rowing;
- Failure to comply with the Club Dispute and Regional Dispute Resolution Procedure, report serious concerns or comply with safeguarding obligations;
- Any breach of the terms of any sanction or interim suspension imposed by British Rowing under these Rules or the Safeguarding Regulations;
- A refusal or failure to fully cooperate with:
- Any investigation under these Disciplinary Rules or the Safeguarding Regulations, Sport Integrity Service and/or UK Anti-Doping;
- Any directions issued by any of the panels operating under these Disciplinary Rules or the Safeguarding Regulations.

### Club Dispute (Club-Level Matters)

By way of illustration (and without limitation), Club-Level matters may include:

- Selection decisions for crews, squads or training groups;
- Disputes relating to membership fees
- Training arrangements, squad organisation, or allocation of equipment;
- Disagreements between committee members or minor interpersonal conflicts;
- Scheduling or use of club facilities, including boathouse access or boat allocation
- Breaches of internal club rules;
- Incident(s) of poor behaviour; and
- Routine administrative or communication issues arising within the Club.

\* British Rowing may refer any matter (that does not involve a child or Adult at Risk) back to a club to be handled under the Club Dispute Resolution Procedure as a Club-Level Matter, even in circumstances where behaviour may be capable of constituting Misconduct. British Rowing may make such referrals at its discretion, where deemed appropriate.