

Darkside Running Club Code of Conduct

The mission of the Darkside Running Club (DRC) is to promote and encourage distance running for all skills, abilities, and talents by hosting distance running events that:

- Recognize exceptional effort and drive
- Contribute to a healthy lifestyle
- Encourage friendship and social interaction
- Provide community outreach and support
- Provide an environment where everyone can perform without judgement

Our motto is: “No Excuses, No Whining, and above all, Have Fun”

The DRC Code of Conduct is created for the safety and benefit of Club members and guests. It is not meant to dictate all interpersonal relationships and interactions between members or between members and the community.

Instead, the purpose of this code is to set forth basic principles of decency all members are expected follow so members and guests alike can achieve their running goals in a safe and fun environment.

As a DRC member, you agree to:

- Show respect to your fellow Club members and conduct yourself in a manner that will ensure a comfortable and welcoming environment
- Exercise behavior during Club activities that ensures the safety of others and doesn't reflect negatively on the Club and its members.
- Show respect and appreciation for volunteers who give their time and service at DRC events
- Refrain from verbal (yelling, taunting, threatening, etc.) or physical violence upon anyone at a DRC race or Club event.
- Refrain from gossip; respectfully speak directly to the person(s) involved and, if you feel there was no resolution, write a violation of Code of Conduct to the Board to address the issue.
- Refrain from making racial, ethnic, religious, age, sexual-orientation, or gender-related slurs or derogatory comments at DRC events.
- Refrain from making unwanted sexual or physical contact with other members, volunteers, or members of the community at DRC events.

Members shall not act in a manner that can be deemed as sexual harassment, which includes unwelcome sexual advances, unwelcome requests for sexual favors, and any other unwelcome verbal or physical conduct of a sexual nature.

- Refrain from disruptive behavior that impedes DRC events or causes damage to the organization hosting the event.
- Follow all traffic/pedestrian laws, wear suitable clothing/shoes, safety lights, and reflective gear when necessary and follow Club rules when participating in DRC running events.
- Ensure this Code of Conduct is followed and report any inappropriate actions or behavior to a Club officer.
- Report violations to the Code of Conduct policy to the Board in writing.

Failure to follow the Code of Conduct may lead to a member's expulsion from the DRC. Violations of the Code of Conduct must be presented to the DRC President, who will investigate the circumstances of the allegations and report the findings to the Board of Directors. The Board of Directors will review the findings of the President at the next scheduled meeting to determine whether further action is necessary. The Board will determine the best course of resolution depending on the severity of the Code of Conduct violation. Sanctions may include, but are not limited to, a verbal warning, a written warning, and/or a referral of the matter to proper law enforcement and/or the cancellation of DRC membership. The Board will allow the accused member an opportunity to be heard and/or the opportunity to petition/address the alleged violation either in writing or in person prior to cancellation of DRC membership.

Approved by DRC Board of Directors, July 31, 2017

Thoughts About Having a Code of Conduct:

Keep in mind the goal of the Code is not to create a draconian behavior policy, but a baseline of behavioral expectations so Club leaders can address behavior(s) that “cross the line.” The last thing we want is to create an environment where people try to mediate interpersonal conflicts through the Board of Directors. It’s not the role of the Board to make sure everyone is friends, but it is the Board’s responsibility to ensure an environment that does not threaten the general well-being of the Club and its members.

Members who may feel that someone has violated the Club’s Code of Conduct should submit a written complaint to the Board of Directors, and the Board will act to review the complaint in a timely manner. If a complaint is founded and depending on the severity of the violation, the Board may want to consult with an attorney and/or local law enforcement to determine a course of action. Working with local law enforcement is the best option if the problem seems to be more serious in nature, especially if there are issues related to unwanted sexual or physical contact with other members or guests, if it involves a minor.

If the Code violation seems like a minor issue such as a complaint of foul language, then the Board can follow a plan of action similar to addressing behavior issues in an employment situation. First, discuss the issue with the offending member and give them a verbal warning and document the warning. If the problem persists, give the person a written warning that outlines how another complaint will result in loss of membership and that they will be barred from participating in Club activities. In a most extreme case, the Board may need to consider pursuing a restraining order to address the behavior of a barred member.

The Club’s motto as stated above is: “No Excuses, No Whining, and above all, Have Fun” and with that be nice and treat others as you would like to be treated.