



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 and general disrespect of team members, athletes and coaches. Such behavior is divisive and destructive to team building and success, and therefore will not be tolerated. Think about what purpose they serve. Are such actions building up the team and helping to build up respect, performance and success, or are they just making you feel better?

Therefore, here are some principles and rules moving forward:

What we want:

- (1) We want to encourage and bring out the best in anyone.
- (2) We want to achieve success by putting in our best in training and team building.

What we don't want:

- (1) We don't want to see any disrespect of any teammate, opponent, or coaching staff whether it is in cliquish talk or on social media.
- (2) We don't want anyone making fun of rowers who are serious about their workouts and efficiency around the dock. This should be admired and emulated instead of belittled.

What you can do:

- (1) Before engaging in this behavior, please always ask yourself, "are my actions building up the team?"
- (2) Am I contributing to the 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. Think about how you would feel on the other end.
- (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.
- (6) If anyone feels bullied or disrespected in any way by a teammate, they should immediately bring it to the attention of Coach Clemens or a 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 successful and competitive team we can build. In order to accomplish this, we must all work together as a team by supporting each other. Everyone on the BCRA team or related school teams should feel encouraged, supported, and cared for. Let's do this together!