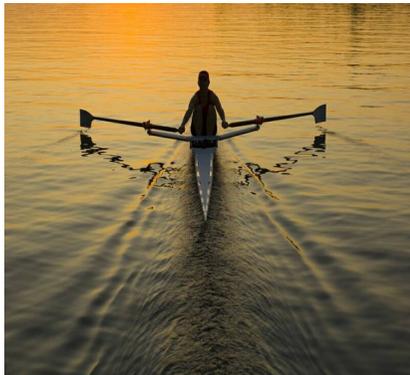


Reporting Misconduct and Policy Violations

Any member, staff or volunteer who receives an allegation, sees misconduct such as bullying, Harassment, hazing, emotional or sexual misconduct is obligated to report their observation/information. Reporting may be done:

- Online to FOSC's website: shencrew.com
- Electronic incident reporting form sent directly to FOSC Safe Sport Committee for Confidential review. The committee's email is SafeSport@shencrew.com
- Head Coach may be informed and Will determine reporting steps
- Team coach will report incident to Head Coach



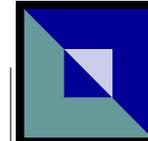
Revised Spring 2016

Shen Crew is committed to creating a safe and positive environment for athletes' physical, emotional and social development. Shen Crew follows US Rowing's Safe Sport program which demands an environment free of misconduct. All staff members complete US Rowing's Safe Sport awareness training regarding all forms of misconduct in sport.

Misconduct in Rowing includes:

- Bullying
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct
- Sexual misconduct

Shen Crew expects all coaches and athletes to represent themselves with honesty, integrity and character.



Friends of Shen
Crew Safe Sport
Policy

Recognizing, Reducing and Responding to Misconduct in Crew



Friends of Shenendehowa
Crew
PO Box 1311
Clifton Park, NY 12065

www.shencrew.com

**Friends of Shen Crew Safe
Sport Policy**

There are many reasons to row - at any level.

A life-long activity, people often row to have fun and spend time with friends. Rowing also encourages a healthy lifestyle and builds self-confidence. Athletes also do better off the field. They learn goal-setting, teamwork and time management skills. Athletes are less likely to use cigarettes, drugs and alcohol. They have higher graduation rates and are more likely to attend college.

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 rowing. Misconduct often hurts an athlete's competitive performance and may cause him or her to drop out of rowing entirely.

REPORTING

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Staff members, volunteers and participants of Shen crew shall follow the reporting procedures set forth in the FOSC Safe Sport Policy.

Shen crew 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