



Kent Dragon Boat Association

Terms of Membership & Code of Conduct

Terms of Membership

As a member of a completely volunteer non-profit organization, KDBA relies on each person to contribute to the overall success of the association. Responsibilities include:

- Timely payment of annual dues - membership fees are due by April 1st and are considered delinquent 60 days past this date (or 60 days past date of joining). Fees are not prorated. Membership year runs from April 1 to March 31 of the following year.
- Read & sign the participation **Waiver** before boarding a boat—*link available on website*.
- Abide by the club's **Code of Conduct** as defined below and available for download.
- Actively participate on at least one association committee each season.
- Attend KDBA general membership meeting(s).

Code of Conduct

Kent Dragon Boat Association (KDBA) is committed to a culture and environment that values respect, integrity, fairness, and trust. It is expected that everyone will always demonstrate good sportsmanship, will be respectful and kind in all interactions, and will place maintaining a positive team culture above the outcome of a competition. Everyone associated with KDBA, including but not limited to paddlers, coaches, tillers, board members, volunteers, and guests, is expected to act in alignment with these values. Please be aware that you are responsible for your guests and their behavior.

The Code of Conduct is aligned with the KDBA bylaws and in no way violates any local, regional, or state jurisdictional laws. Any section that may be found in conflict does not void the document in its entirety. Any section in question should be brought before the KDBA Board of Directors with suggested edits for amendment or exception.

KDBA promotes the tradition and sport of dragon boating and welcomes and supports people of all backgrounds and identities. This includes, but is not limited to, members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability. All Code of Conduct guidelines are made with these considerations.

Expectations of KDBA members, KDBA volunteers and KDBA guests include but are not limited to:

- Must act in good faith with honesty and transparency.
- Must act in compliance with all local, state, & federal laws.

- Shall treat all members, board of directors, committee members, volunteers, et al. with respect and consideration.
- Shall always conduct all activities in a manner that is consistent with established safety guidelines to minimize risk and injury on land and on water.
- Shall have an environment free of discrimination and unlawful harassment.
- Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected class will not be tolerated.

Unacceptable behaviors made by KDBA members, KDBA volunteers, and KDBA guests include but are not limited to:

- Any form of disrespect to a teammate or coach.
- Any form of unsportsmanlike conduct.
- Any form of dishonesty.
- The use of offensive, disrespectful, or disparaging language directed at another member, competing team or the public.
- Inappropriate use of electronic communication that may harm or disrespect other club members or the interests of the club.
- Theft, misuse, or inappropriate removal of property.
- Falsification of records.
- Possession, use or distribution of alcohol or drugs except as explicitly allowed.
- Verbal or physical violence.
- Negligence or improper conduct leading to damage of the club's or another member's property.
- Smoking in prohibited areas.
- Possession of firearms, weapons, or other dangerous materials while participating in KDBA activities.
- Failure to comply with KDBA standing rules and bylaws.
- Failure to comply with the terms of any corrective or disciplinary action as imposed by KDBA.
- Sexual, unlawful, or unwelcome harassment or discrimination.

Harassment and Discrimination

A critical part of KDBA values and members' experience is that of equity and respect for all individuals, regardless of gender, race, religious affiliation, sexual orientation, gender identity, ethnicity, language, physical or mental ability, age, and any other way in which we may differ from each other. As such, those associated with KDBA should never tolerate inappropriate behavior.

Complaint Guidelines

If a member or guest feels they have been mistreated, harassed, or discriminated against in any way, they may first make their feelings known to the offending person, letting them know that the behavior is not appropriate, and request that the behavior stop. However, if that member or guest is not comfortable addressing the issue or confronting the offending party directly, or if the behavior is judged to be pervasive or something that needs to be addressed more formally, the member must promptly report the issue (whether such behavior is directed towards them personally or towards others associated with the club) to a coach or a member of the Board.

The Board of Directors and any relevant sub-committees appointed for these specific instances shall investigate good faith reports of alleged violations of the Code of Conduct. If a violation of the Code of Conduct is deemed valid, then reasonable remedies shall be issued by the Board against appropriate involved parties.

No member or guest of KDBA shall be removed, disciplined, harassed or discriminated against for pursuing a complaint or investigation of a possible violation of the Code of Conduct.

Corrective Actions

The KDBA Board of Directors may apply a range of corrective actions in response to violations of the KDBA Code of Conduct. These may include:

- Probation – verbal or written warning for a specified period, during which the individual may participate in KDBA activities as defined within the terms of probation.
- Suspension – written warning for a specified period, during which the individual is not allowed to participate in either KDBA activities or use club equipment.
- Disqualification – permanent revocation of the individual's eligibility for KDBA membership.

Acceptance and Acknowledgement

By submitting your signature below, you hereby acknowledge the receipt and review of the Code of Conduct and give your affirmation to uphold, retain and maintain.

Name:

Signature:

Date:

PLEASE NOTE: As part of the registration process ALL new and returning members will need to acknowledge receipt and review of the above referenced Terms of Membership and Code of Conduct.