



## BRR Code of Conduct

The Boulder Road Runners (BRR) is a club with a purpose—to promote running, walking, and fitness related activities for people of all ages and abilities, from the casual runner to the serious competitor, among our members and in our community. To achieve that purpose, BRR seeks to build and maintain a community in which every member feels welcome, safe, and supported. BRR seeks to represent itself and running in a positive light, in the running community and in the general community.

This effort requires members to act in accordance with reasonable social and ethical standards, and with certain basic principles. This BRR Code of Conduct outlines expectations for members including in-person interactions, communications via telephone, text, email, snail mail, social media, and any other methods of communication. Some rules of conduct are recommended; others, if regularly flaunted, may cause the club to review an individual's continued membership; while others are strictly mandated, such that a violation would be a cause for immediate termination.

### Foundational Principles

- All BRR members are encouraged to further the spirit of BRR and running generally, by providing encouragement and support to other club members and by supporting the sport and activity of running in their communities.
- All BRR members shall represent the club in a professional, courteous, and upright manner at all BRR functions and while interacting with both members and non-members, acting so as to provide a good role model to their fellow members and to members of their communities.
- All BRR members shall respect the fundamental rights, dignity, and value of their fellow members, and of the running and general communities, generally and without regard to sex, gender, race, ethnic or national origin, culture, marital or family status, socio-economic status, religion, political affiliation, age, weight, ability or disability, sexual orientation, or any other suspect category.

### All BRR Members Shall:

- Be a kind, courteous and respectful club member.
- Foster a safe, comfortable, and welcoming club environment for all BRR members and for everyone you may interact with.
- Encourage your fellow members in their running and related endeavors.
- Represent the club in a positive manner. Show dignity, truthfulness, respect, and honesty toward your fellow members, volunteers, and the general public. Be fair, considerate, and honest in all of your dealings with others, and accept responsibility for your words and actions.
- Look after your fellow club members, and for others you may interact with.
- Be aware of and maintain the laws, standards, rules, regulations, and policies of the community and of the sport, including any running and sport governing bodies. This would include USATF



Rule 32 Doping.

<https://www.flipsnack.com/usatf/usatf-competition-rules-fztmat1ra/full-view.html>

### **BBR Members Shall Not:**

- Engage in any action that may damage, disrupt, or impede BRR activities, property, or reputation, or the activities, property, or reputation of BRR members or other members of the community.
- Use abusive or vulgar language, yell, taunt, or threaten physical, verbal, or emotional violence upon another BRR member, a club or race volunteer, an event spectator, or anyone else you may come into contact with.
- Seek to impose your personal, religious, or political beliefs or opinions onto others, or represent your beliefs or opinions as those of BRR.
- Engage in any discriminatory actions or make discriminatory or derogatory statements, comments, or slurs, including but not limited to any actions, statements, comments, or slurs based on gender, gender identity, race, ethnic or national origin, culture, marital or family status, socio-economic status, religion, political affiliation, age, weight, ability or disability, sexual orientation, or any other suspect category.
- Act in any manner that could be deemed as harassment in any form, including but not limited to unwelcomed sexual advances, requests for sexual favors, and verbal, emotional, or physical conduct of a sexual nature.
- Engage in bullying in any form, including but not limited to any use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others.
- Engage in any other activity not in the spirit of this Code of Conduct.

### **Further Information on Social Media**

"Social media" includes social networking sites such as Facebook, Instagram, and Twitter, photo or video sites such as YouTube and Flickr, blogging sites such as Tumblr, review sites such as Yelp, podcasts, broadcasting sites, instant messaging, online forums and discussion sites, and other uploading or sharing technologies. This Code of Conduct applies to BRR members' use of any such media, in any manner that might affect BRR or the rights, dignity, and value of its members.

BRR maintains club Facebook and Instagram sites, and may employ other social media in support of its purposes. In using those media, and in any other uses of social media, BRR members should be conscious that anything posted on, or uploaded to, the BRR accounts will likely be viewed or read by other BRR members and by non-members of the club, and may be taken as representing the views or policies of the club, or as indicating the general character of the club. Thus, any use of BRR media shall be in full compliance with this Code of Conduct.

Due to the unique nature of social media, specific requirements include but are not limited to the following:



- Be careful about any content that you may post or upload to social media sites, including the tone and language that you use on those sites. Never be rude or offensive or post anything that is in violation of this Code of Conduct.
- Do not engage in any action (such "liking" or "sharing") that might be seen as supporting a comment or post that is contrary to this Code of Conduct.
- Do not post or upload any confidential information about a BRR member including any personally identifying information such as address, telephone number, email address, date of birth, social security number, health information, financial information.
- Do not post or upload any information, photo, graphic, or other material that is of a sexually-oriented, lewd, or otherwise indecent manner; that is abusive, harassing, threatening, demeaning, or defamatory; or that might infringe on the intellectual property rights of others.
- Do not use any BRR-related media to promote or sell any goods or services with express written consent of the BRR Board of Directors.
- Do not use any BRR-related media, or any other social media, in any way that might assert or imply the club's support or endorsement of any product, service, view, or policy, without the express written consent of the BRR Board of Directors.
- If you discover that any information that you have posted or uploaded is incorrect or misleading, retract that information to the fullest extent possible, including removal of the post or upload and correction of that information.

### **Further Information on Harassment**

Harassment consists of any behavior that is intimidating, demeaning, threatening, abusive, or offensive toward an individual or group, which is known or should reasonably be known as unwelcome, and which creates or may create a hostile or uncomfortable environment for that individual or for members of that group. It includes, but is not limited to, any inappropriate conduct, comment, display, action, or gesture of a personal nature, or based on gender, gender identity, race, ethnic or national origin, culture, marital or family status, socio-economic status, religion, political affiliation, age, weight, ability or disability, sexual orientation, or any other suspect category.

While often thought of in racial or sexual terms, harassment can be personal, or can be based on any of the categories listed above. Examples of harassment include but are not limited to:

- Bullying in any form.
- Making or spreading malicious rumors or unjustified criticism concerning any individual or group, including comments or statements that tend to ridicule or humiliate that individual or group, or to criticize or trivialize their goals or achievements.
- Making insulting comments, remarks, jokes, innuendos, taunts, or gestures directed at any individual or group that cause or may cause embarrassment or humiliation.
- Engaging in inappropriate touching or sexual assault, making suggestive or abusive comments or remarks of a sexual nature, asking questions of a sexual nature, making compromising



invitations; using coarse language of a sexual nature, displaying sexually-oriented material, or seeking sexual favors.

- Singling out any individual, unbidden or unwelcomed, for particular or exclusive attention, or seeking to control or dominate that individual's attention.
- Using racist or sexist slang, phrases, or nicknames, or displaying materials, pictures, or graffiti that degrades one's gender, race, ethnic background, or any other suspect category.
- Making unwelcome or insulting comments, remarks, jokes, innuendos, taunts, or gestures of a sexual, racial, or ethnic nature, or based on any other suspect category.
- Making unwelcome or insulting comments about another's religious beliefs, or trying to convert them from those beliefs or to a different religious ideology.
- Refusing to participate in BRR activities with an individual, or seeking to exclude them from such activities, based on their gender, race, or ethnic background, or on any other suspect category.
- Engaging in any behavior similar to those listed above, that is personal in nature or is otherwise based on an individual's gender, gender identity, race, ethnic or national origin, culture, marital or family status, socio-economic status, religion, political affiliation, age, weight, ability or disability, sexual orientation, or any other suspect category.

Any and all such behaviors are inappropriate and unacceptable, particularly if repeated, and may subject the offender to disciplinary action.

### **What to Do If Someone Violates the BRR Code of Conduct**

To the extent consistent with personal safety, do not condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination, violence, or any other conduct contrary to this Code of Conduct, or of general principles of ethics and etiquette. Challenge inappropriate behavior and language by others, and/or report it to the appropriate authorities.

Any violations of this Code of Conduct must be reported to the BRR Board of Directors. Report any alleged violations to the BRR Board of Directors, in writing, by personal delivery, or by email at [board@boulderroadrunners.org](mailto:board@boulderroadrunners.org), identifying the individual or individuals involved, the nature of the alleged violation, any witnesses to the alleged violation, and any additional information that might be helpful in resolving the matter.

BRR will take any and all allegations seriously, will handle them as quickly as the circumstances permit, and will act to respect the rights and confidentiality of those involved.

At the discretion of the BRR Board of Directors, a finding that any individual has violated this Code of Conduct may result in:

- A verbal warning;
- A written warning; or



- Suspension or termination of that individual's membership in BRR, together with all privileges associated with that membership. In the event of a suspension, the affected member may be reinstated only upon application for and granting of reinstatement by the Board of Directors.; or
- Termination of that individual's membership in BRR, together with all privileges associated with that membership. In the event of a termination, the affected member may be reinstated only upon application for and granting of reinstatement by the Board of Directors

In the event of a suspension or termination, the individual affected shall not be entitled to any refund of his or her dues, in full or in part.

Any individual whose membership Upon termination of, or during any period of suspension of, any individual's membership, has been suspended or terminated without reinstatement, who has a history of actions contrary to this Code of Conduct, or who is subject to any legal order relating to such actions that individual shall be refused membership, and shall be barred from participation in BRR runs, gatherings, and events, and other activities. All BRR officials are empowered to enforce such a bar by any and all necessary or appropriate measures.

The BRR Board of Directors' actions in this regard shall be final, and shall not be subject to any further appeal or contestation.

BRR retains all rights to engage legal representation or to seek legal advice in connection with the application and enforcement of this Code of Conduct, to engage any appropriate law enforcement authorities, and to seek legal remedies, wherever it deems such actions to be necessary or appropriate.

In all respects, the BRR Board of Directors' actions will be in compliance with applicable laws and regulations.