

GREATER LOWELL ROAD RUNNERS' MEMBER CODE OF CONDUCT

The mission of the Greater Lowell Road Runners (“GLRR”) is to promote running in Greater Lowell, the Merrimack Valley and beyond. We support local runners, provide scholarships to high school runners, organize and support many local races and most important—we want to support your running and your personal goals!

The Code of Conduct is created for the safety and benefit of GLRR, its members and visitors. It is not meant to dictate all interpersonal relationships and interactions between members or between members and the community. Instead, the purpose of this policy is to set forth the basic principles of decency we expect members to follow so that members can achieve their running goals in a safe and fun environment.

As a GLRR member, you agree to:

- Always show respect to your fellow club members;
- Always show respect and appreciation for the volunteers who give their time to help GLRR and/or GLRR events;
- Refrain from verbal (yelling, taunting, threatening) or physical violence upon anyone at a GLRR race, or other club event;
- Refrain from making racial, ethnic, religious, age, sexual-orientation or gender-related slurs or derogatory comments at GLRR events;
- Refrain from cyberbullying of fellow club members. Cyberbullying is the willful and repeated use of cell phones, computers, and other electronic communication devices to harass and threaten others;
- Refrain from making unwanted sexual or physical contact with other members, volunteers or members of the community at GLRR 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, physical, or electronic conduct of a sexual nature;
- Refrain from acting in a manner that disrupts or impedes GLRR events;
- Follow all traffic/pedestrian laws and club rules when participating in GLRR running events.

Failure to follow the Code of Conduct may lead to a member’s expulsion from GLRR.

Violations of the Code of Conduct are to be made in writing and presented to the GLRR President, who shall investigate the circumstances of the allegations and report the findings to the Board of Directors.

The Board of Directors shall review the findings of the President at its next scheduled meeting to determine whether further action is necessary. The Board, in its discretion, may fashion a remedy depending on the severity of the Code of Conduct violation. Sanctions may include, but are not limited to, a verbal warning, a written warning, referral of the matter to proper law enforcement, or the cancellation of GLRR membership. The Board shall allow the accused member an

opportunity to be heard, either in writing or in person, prior to any cancellation of any GLRR membership.