

SFRRRC Member Code of Conduct Policy

The SFRRRC Member Code of Conduct outlines standards and expectations for the behavior of all people participating in the SFRRRC's organized club runs, events, business, or social functions. In addition, the SFRRRC Member Code of Conduct outlines what members should do if they feel that another member is violating this policy. Please note that the Board of Directions shall not mediate interpersonal conflicts that do not directly violate the Code of Conduct.

The health and safety of our runners is our #1 priority. SFRRRC stands in solidarity and fervent support of everyone's right to run safely. SFRRRC stands firmly against all forms of racism, bigotry, and violence. We gather as equals through our passion for running and SFRRRC is committed to being a safe community where all people can interact and feel welcome regardless of background.

All members act as ambassadors of SFRRRC to the community at large, especially when displaying an affiliation with SFRRRC (such as wearing T-shirts, hats or jackets). Members shall keep in mind that their behavior can impact the overall club's reputation.

Expectations:

Members shall conduct themselves in a manner that will ensure a comfortable, friendly, and welcoming club environment at all times both in person and through any communication medium. This includes but is not limited to:

- Showing respect for your fellow club members.
- Showing respect and appreciation for the volunteers to help the club and/or at event(s).
- Showing respect when communicating with fellow members and the public—verbally or digitally (through social media platforms like Instagram, Facebook, and Twitter, the club website, or apps like Strava). Moderators reserve the right to delete abusive, offensive, or derogatory postings and exclude the author from future postings.
- Showing respect for members of the community.
- Refraining from acting in a manner that disrupts or impedes SFRRRC events or damages its property.
- Taking responsibility for your own safety and the safety of others around you as you are able. When participating in SFRRRC running events, members must follow all traffic laws (especially those that apply to pedestrians) and club rule

Violations:

Any violation of the SFRRRC Member Code of Conduct policy must be presented to the Board of Directors in writing. Failure to follow the Code of Conduct may lead to a member's expulsion from SFRRRC.

Violations include but may not be limited to:

- Using abusive, offensive, or vulgar language (including racial, ethnic, gender-related slurs and derogatory comments) at club events or towards any member at any time.
- Yelling, taunting, bullying, or any kind of aggressive behavior toward, or threatening physical violence upon, another member of the club, a volunteer or spectator at any time or through any medium. This includes, but is not limited to, personal conversations, e-mail messages, text messages and other means of communication. Please note that if a member feels physically threatened, is concerned about his/her safety or the safety of another club member at any time, member(s) should contact the police directly. *(Members with a criminal history of violence or with a legal restraining order against them by another member may be barred from membership and participation in all club activities).*
- Making unwanted sexual or physical contact with other members *(Members found to be listed on a sex offender registry, convicted of a sex crime, or caught having, creating, or distributing child pornography will be immediately barred from membership and all participation in club activities.).*

Review Process for Violations:

If the SFRRRC Board of Directors receives a complaint that a member is accused of violating the SFRRRC Member Code of Conduct, the following will occur:

- A representative from the Board of Directors will acknowledge receipt of the complaint within 72 hours to the reporting individual.
- The complaint will be reviewed by the SFRRRC President and/or Chairman of the Board, who shall investigate the circumstances of the complaint within 1 week.
- At the discretion of the President and/or Chairman, the findings or a summary of the complaint may be presented to the full Board of Directors 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.

If the President, Chairman, and/or the Board decide that further action is necessary, sanctions include but are not limited to:

- A verbal warning
- A written warning
- Suspension of SFRRRC membership for 3, 6, or 9 months from all club activities. (Note that if any comments are made or emailed, texted, etc. to any member during the suspension period that can be grounds for termination of membership)
- Cancellation of SFRRRC membership
- Referring the matter to proper law enforcement.

In addition to these sanctions, membership may also be terminated by a majority vote of the club officers in reaction to any violation of the SFRRRC Member Code of Conduct. There will be no refund of membership dues in the case of suspension or termination of membership.