



## **Pacifica Runners' Member Code of Conduct Policy**

The Pacifica Runners' Member Code of Conduct outlines standards and expectations for the behavior of all people participating in the Pacifica Runners organized club runs, events, business, or social functions. In addition, the Pacifica Runners' 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 Directors shall not mediate interpersonal conflicts that do not directly violate the Code of Conduct.

The health and safety of our runners is our top priority. We gather as equals through our passion for running and Pacifica Runners is committed to being a safe community where all people can interact and feel welcome regardless of race, religion or sexual orientation.

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

### **Expectations:**

- Respect age, religion, ethnic background, gender and sexual orientation when interacting with Club members, participants, volunteers, and members of other running clubs at races, training programs, group runs, activities, social events, clinics, or via the Internet in public, or Club social media sites.
- Never yell, taunt, or threaten physical violence upon another member of the club, a volunteer, participants from other clubs, or event spectators.
- 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.
- Never use abusive or vulgar language, or make racial, ethnic, religious or gender-related slurs or derogatory comments at Club events or on Club-related social media platforms.
- Any adult who is authorized to interact with youth athletes are required to report suspicions of abuse to the appropriate law enforcement agencies within 24 hours.
- All adults working with youth are required to go through abuse prevention training of some sort that is pro-active rather than re-active. The abuse prevention training must include educational material about the process of sexual grooming, how to recognize it, and how to prevent it. RRCA's [free training resource](#) is compliant with these requirements.
- Never make unwanted sexual or physical contact with other members.
- Members found to be listed on a sex offender registry, convicted of a sex crime, or convicted of having, creating, or distributing child pornography will be immediately barred from membership and all participation in Club activities.
- Follow all rules of the road. Abide by intersection crosswalk signs, stop signs and use sidewalks when available.
- Respect pedestrians, cyclists, horses, and other path/road users. Give way to others when necessary.

- Look after the other runners within your training group; if you happen to see someone is struggling, inform your run leader and make sure that they are not left on their own.
- Use of headphones during group runs is discouraged for the safety of you and those around you; if you feel compelled to wear headphones during a group run, either use them at a low volume or only use in one ear to be able to hear what is going on around you. Please be courteous to your fellow runners and group leader by being alert and involved.
- Report violations of the Member Code of Conduct policy to the Pacifica Runners administrator in writing via email.
- Members agree to abide by the Pacifica Runners Facebook Code of Conduct.

**As of March 16, 2020 All Members must adhere to Social Distancing Guidelines as put forth by the [San Mateo County Health Department](#). As a member of or participant of a Pacifica Runners' virtual event, we expect you to:**

- Keep at least 6 feet away from others.
- Walk, run, or hike solo [unless with a household member].
- Do not gather in groups.
- Do not go out if you are feeling sick or have recently been near someone who has been sick.
- While wearing a protective mask or face covering is not mandatory if you are running or walking outside, be prepared to cover your mouth and nose when passing or approaching another pedestrian.

#### **Review Process for Violations:**

If the Pacifica Members' Board of Directors receives a complaint that a member is accused of violating the Pacifica Members' 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 Pacifica Runners' President and/or Co-President, who shall investigate the circumstances of the complaint within 1 week.
- At the discretion of the President and/or Co-President, 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, Co-President, 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 Pacifica Runners membership from all club activities. Duration of suspension will depend on the severity of the violation. (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 Pacifica Runners 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 Pacifica Runners' Member Code of Conduct. There will be no refund of membership dues in the case of suspension or termination of membership.