



Youth Program Policy Manual

(December 12, 2022)

Welcome to Everett Rowing!

This handbook is your guide to the Everett Rowing Association (ERA) Youth Rowing Program for middle and high school rowers and their families.

Each family is entitled to one Membership Handbook. Additional or replacement handbooks may be downloaded from ERA website at: www.everettrowing.com.

About Everett Rowing

Mission Statement: Utilizing the beautiful Snohomish River Estuary, the Everett Rowing Association provides premier instruction to youth and adults in the sport of rowing. We offer competitive and recreational programs for people of all ages to develop fitness, teamwork, and life skills. We share a passion for our environment, dedication to the pursuit of lifelong learning, and the creation of deep social connections that help bind together our greater community.

Motto: *"Catch the Spirit of Rowing!"*

Boathouse/Office: Langus Riverfront Park, 300 Smith Island Road, Everett, WA. 98201 Boathouse

Phone: (425) 345-5138 cell (425)760-7817

Mailing Address:

Everett Rowing Association
P.O. Box 1774, Everett, WA. 98206

Website: www.everettrowing.com

Please watch the website for updates!

In the event of an emergency and you cannot reach anyone at the boathouse or on a cell phone, please call the: Everett Park Ranger: 425-388-2700 or 9-1-1

History of the Everett Rowing Association



Langus Park, dedicated in September of 1988, is located along the Snohomish River in Everett, Washington. Riverside trails, a boat launch and picnic area make the park a vibrant asset to community life. The park is named for William Langus, Sr. (1917-1997), an Everett City Councilman for 24 years.

Langus was instrumental in the development of this park, as well as Kasch Park and Jetty Island. As a sponsor of Medic One, the Everett Vietnam Memorial and the Everett Senior Center, Langus' efforts contributed to the betterment of the Everett Community. Among his many good deeds for this community, Langus was especially proud of his work that touched the lives of youth and seniors.

The Everett Rowing Association Boathouse, dedicated in February of 1991, is the home of the Everett Rowing Association. The association was founded in 1982 by a group led by Martin Beyer and Lynn Dykgraaf. Beyer and Dykgraaf inspired the community's efforts in acquiring boats and, in June of 1984, a small boathouse. The club, now associated with the Everett Parks Department, hosted the United States Women's Olympic Rowing Team in the summer of 1984. At the Los Angeles Olympiad, the women's eight-oared shell won the Gold Medal after training on the flat water of the Snohomish River.

Dick and Irma Erickson brought their considerable experience in the sport of rowing to bear in the following years of growth. Dick Erickson (1936 – 2001), rowing coach of the University of Washington from 1968-87, brought needed equipment, valuable knowledge, and unequalled inspiration to the association. Robert and Barbara Cummins were instrumental in leading the association to the highest levels of competition.

The Everett Rowing Association, still affiliated with the Everett Parks Department, has continued to grow and develop. The Association supports all levels of rowing, from recreational to competitive. The Association fields a competitive Masters Team in addition to the Youth Rowing Team. The Junior Rowing team is composed of high school student-athletes from Snohomish County. The Everett Rowing Association has not only brought national recognition to Everett but has provided a valuable experience to the Everett community.

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Mission Statement

Utilizing the beautiful Snohomish River Estuary, the Everett Rowing Association provides premier instruction to youth and adults in the sport of rowing. We offer competitive and recreational programs for people of all ages to develop fitness, teamwork, and life skills. We share a passion for our environment, dedication to the pursuit of lifelong learning, and the creation of deep social connections that help bind together our greater community.

Goals

- To teach the dynamic sport of rowing
- To provide a proven aerobic and anaerobic activity for students
- To physically, technically and mentally prepare each student to compete in demanding competition
To increase each student's strength and endurance in the major muscle groups
- To increase each student's respect and appreciation for marine safety and for the marine environment
To increase each student's ability to use the goal-setting process for personal growth
- To increase the student's awareness and appreciation for the unique opportunity that has been provided to them
- To encourage each student's participation in social and work activities of the club off the water

General Operations

The Board of Directors will take input from committees and representatives to make policy decisions. Policy will be published and made available to the general membership for review.

Policy Availability

A complete and updated version of all policy shall be available at everettrrowing.com.

Program Fees

Program fees for youth athletes are determined by the Board of Directors. Fees are set to cover costs associated with the Youth rowing program.

Fees include direct costs such as:

- All coaching and instruction
- Entry fees for regattas
- Lodging at full team "away" regattas

Fees also cover a commensurate portion of organizational expenses, such as:

- Use and upkeep of the facility
- Equipment replacement, maintenance and insurance
- Administrative staff
- USRowing Liability Insurance while participating in rowing practices and events
- Fuel

New members joining ERA, after the beginning of the scheduled dues cycle, will have their dues prorated. Prorated dues will be determined by the ERA Executive Director.

Guest / Trial Policy

- Youth guests, or trial members are welcome to row for a total of 5 times without pay.
- Trial members must abide by the policies of ERA.
- Guests must wear life jackets until swimming verification has been authenticated.
- Guests must sign a USRA / ERA Release of Liability Waiver.

Refund Policy

After the first two weeks of the season, there will be no refunds of any kind. In the event of injury or illness, the Everett Rowing Association Board of Directors may make certain exceptions.

Athlete Preparedness Policy**Sport Physicals**

ERA requires that all athletes provide evidence of a sports physical or a doctor's note citing the individual's ability to be involved in competitive athletics. Previous physicals or a note from the doctor will be accepted as long as they were performed after the age of fourteen (14).

Swim Test

ERA requires all athletes to have a swim test on file. Tests can be completed at any local pool, by a certified lifeguard. Swim Tests will be valid for five (5) years.

Heart Screening for Youth Athletes

ERA recommends ECG heart screening for youth athletes. ECG heart screens are performed to discover unknown heart conditions that can lead to sudden cardiac arrest, the leading cause of death among youth athletes. There are two low cost options for youth athletes to get this important procedure.

Athletes with Chronic Health Conditions Policy

Some ERA athletes may have chronic health conditions that could be affected by the strenuous physical and mental demands of competitive rowing. The following is intended as guidance to assist ERA, its coaches, and Safety Committee insofar as they may interact with parents and athletes concerning such conditions. It is the desire of all concerned to enhance the welfare of all athletes. ERA intends to make reasonable efforts to work with parents and athletes to accommodate athletes who participate with such conditions, while ensuring a safe experience for all. As used in this policy, the term "Parents" refers to parents and legal guardians of ERA athletes.

Parents and athletes are expected to make reasoned and informed decisions whether, in view of an athlete's condition, commencing or continuing competitive rowing is in the athlete's best interest.

Among other considerations, parents and athletes should understand that competitive rowing is a strenuous physical activity and that athletes, isolated from shore while on the water for hours at a time, do not have immediate access to emergency services. Parents and athletes should explain these considerations to the athlete's treating physician when seeking professional advice. ERA, its coaches, and its Safety Committee cannot in any way take responsibility for the decision of parents and their athlete regarding participation in ERA activities.

Before an athlete participates in any activity, parents should inform ERA in writing of their athlete's chronic health conditions that could have sudden symptoms while participating in ERA activities. This includes the requirement of a clear written statement of the condition on the EMERGENCY MEDICAL RELEASE included with your registration materials located in iCrew.

Coaches may consult with the ERA's Safety Committee and may request a conference among the athlete, the parents, and the coach to review the athlete's responsibilities and any treatment materials to be carried by the coach or athlete while on the water or at overnight events. The Safety Committee may request additional written information be provided by the athlete's parents and/or treating physician.

Parents shall keep ERA and its Safety Committee informed of the name and telephone number of the athlete's treating physician. When requested by a parent, ERA will endeavor to make a representative available to describe rowing activities to an athlete's treating physician.

Junior Program Policies, Procedures, and Behavioral Guidelines

Attendance

Students are expected to honor their commitment to the team by striving for perfect attendance. The following excuses will be accepted as reasons for missing either practice or competition: Illness or injury, death in the family, academic related matters (this does not include absences for disciplinary reasons) and matters of extraordinary circumstances. The student is to provide a written excuse note on the day of his/her return to practice or his/her parents have called and advised the coach of the absences. If the student does not provide the note, the absences will be counted as unexcused. Parents are requested to schedule appointments at times that will not conflict with turnouts and/or competition.

Tardiness and Unexcused Absences

In the case of tardy or absent attendance, first offense, warning; second offense, another verbal warning; third offense, removal from the boat.

Excused Absences

Excused absences may cause a rower to be removed from his/her seat in a boat. This will be the coach's decision.

Regatta Protocol

ERA Junior Crew student athletes are expected to adhere to the following when attending regattas.

1. Rowers are to remain in the general meeting areas during the entire regatta. Students wishing to leave the area must receive permission first.
2. Team members are expected to travel with the team. Late arrivals or early departures will be permitted only with coach permission.
3. Students who do not abide by these guidelines will be disciplined as outlined in the general misbehavior section.
4. Junior rowers are expected to stay until the boat trailer is loaded after the regatta and meet at the boathouse at a specified time to unload, or as directed by their coach.

Transportation Policies

Driving to and from the Boathouse

Smith Island Road is a two-lane narrow and winding road with traffic in both directions. There is a great deal of traffic from large trucks, fishermen, and heavy machinery between the marinas and businesses along Smith Island Road. Athletes and parents are expected to adhere to the speed limit and drive with extreme care, particularly in poor light or poor weather.

Security: Vandalism and car prowls are known to occur in the parking lots in Langus Park. All items, of perceived value or not, should be locked in the trunk of a car. Lockers are available in the boathouse for athletes to store valuable items. Bookbags and practice gear should not be visible in parked vehicles.

Carpool: If you can't drive your child to or from practice, many responsible student drivers can help with carpooling. If you need help arranging a carpool before the roster/ phone list is available, please email director@everettrowing.com.

Preferred Drivers: ERA Junior Program prefers that all rowers, even if of legal driving age, be driven by an adult to all regattas farther away than Seattle. A participating rower, even if age eighteen (18) or older, is not considered a preferred, eligible driver of other rowers to long distance events.

Travel Considerations: ERA Juniors are often afforded the exciting opportunity to travel to distant regattas requiring well-chaperoned overnight stays. Safety is a primary consideration while traveling. Student-athletes must always stay with the group or be in their assigned rooms. Athletes not in their assigned room promptly at the designated curfew may be subject to disciplinary action by their coach. If athletes leave their assigned room after curfew without chaperone permission, they will be subject to disciplinary action by their coach that will likely include limitations on current or future participation in travel events.

Clothing and Uniforms

Required Uniform: All Varsity and Novice Rowers wear ERA Unisuits. Orders for these items are made at the start of Fall and Spring seasons through an online store offered by JLRacing. The boys and girls have different styles of unisuit. The style does not change from season to season, so this purchase should only need to be made once. For athletes that are traveling, a travel polo is also required.

Optional Clothing: Each season, the Booster Club coordinates basic team training and sportswear. This style and gear offering may change season to season, and many athletes like to have each style and trade for other teams' jerseys, sweats, t-shirts, etc. as they travel to various regattas throughout the season.

The Boosters also coordinate the sale of a variety of ERA apparel parents and fans. Information is sent via email and posted on the Parent Facebook Page.

Please be mindful of stated deadlines for clothing orders. Please call or email the Booster contact for clothing with questions or concerns.

Photo Day

In the spring, ERA takes photos of the Junior Athletes and Teams. Notice will be provided via email and oral communication. Athletes will wear team uniforms for photos. Distribution of photographs will be communicated through the team photo coordinator.

Specific Rules and Behavioral Guidelines

ERA Junior Crew Team members are expected to adhere to the rules and guidelines as listed below.

1. Show respect to coaches, teammates, competitors, and volunteers at practices, trips, and regattas, and all other activities sponsored by ERA.
2. Adhere to safety guidelines of the ERA.
3. Attend all practices unless excused by the coach/coaches.
4. Adhere to the Athlete Code of Conduct
5. Show good sportsmanship during practices and at regattas.
6. Take care of equipment as though you paid for it yourself.
7. Language is an extension of your self-respect and integrity. Do not use poor choices in expression/exclamation – specifically name calling or using disrespectful or profane language.
8. Provide 100% effort at all times. To achieve the goals we have set, we need to exercise maximum effort physically and mentally.
9. Be a leader at all times. Encourage other rowers to add to the strength of the entire Everett crew. Our goal is to be the best, most respected team in the Northwest and nationally. Every rower is a part of achieving that goal, and we can only achieve it as a team.
10. Help out! Don't be a passive participant. When you see something needs to be done, do it. "Discipline" is the key word to these expectations. ERA will maintain a high level of respect among our competitors and achieve a better climate for success by following these guidelines. Make a disciplined effort personally and as a team leader to follow these goals.

Further:

General misbehavior or disrespect shown to coaches or parent chaperones; First offense: warning. Second offense: non-participation and attendance at the next regatta. Third offense: removal from the team. If the rower is to return home, it will be at the expense of the parents.

Decisions regarding the imposition of any sanction (discipline, suspension, expulsion, and warning) for a violation of the behavioral guidelines outlined herein will be made by the Director and coaching staff.

Conflict Resolution:

If you or your rower has a concern or issue with a coach or a teammate that you are unable to resolve on your own, you are requested to contact the ERA Director who will assist with the process of reaching a resolution.

Athlete Code of Conduct

Acts that may lead to discipline, suspension or expulsion of a junior rower include, but are not limited to, those listed below:

- Commission of a criminal act as defined by law
- Possession or use of any dangerous weapon or object
- Assault, aggressive behavior, intimidation, extortion, bullying, or hazing of another person, whether in person or through electronic or social media
- Use, consumption, possession, buying, selling, or giving away of alcoholic beverages, marijuana, or any controlled substance or drugs, not prescribed by a physician
- Use of tobacco
- Improper possession of athletic equipment belonging to the Everett Rowing Association, a teammate, or another team
- Destruction or defacing of property
- Disruptive conduct

- Disobedience of reasonable instructions of crew authorities
- Theft

Athletic Suspension and Expulsion: Prior to the suspension or expulsion of any athlete, a conference shall be conducted with the athlete as follows:

- The head coach and Director will present to the athlete an oral and/or written notice of the alleged misconduct, the evidence in support of the allegations.
- The athlete shall be provided the opportunity to present an explanation.
- Following the conference with the athlete, the Director may impose suspension or expulsion. The Director shall orally notify the athlete of the action taken and advise the Board of Directors (Athlete Eligibility Committee) of the imposed suspension or expulsion. The Director will also notify the athlete's parent/guardian of the action taken, the reason for such actions, and points of contact to arrange an informal conference.

Appeal Process: Upon the imposition of sanctions for conduct violations, any aggrieved athlete, and parents of said athlete shall have the right to an informal conference with the Director to request relief from the imposed disciplinary measures, or for reconsideration. If the parties are unable to agree at the informal conference, the aggrieved party may appeal to the Board of Directors.

Reinstatement Process: An athlete who wishes to rejoin his/her team after a period of suspension must apply for reinstatement by submitting the following to the Director:

1. A letter requesting reinstatement that includes intent to fully comply with ERA standards of conduct.
2. When suspension is due to a drug, alcohol, or tobacco violation, the athlete shall also submit:
 - a. Results, as applicable, of a drug, alcohol and/or tobacco assessment by an individual agency that is acceptable to ERA. Results and treatment recommendations will be shared with the family and Director.
 - b. As applicable, proof that a drug, alcohol and/or tobacco counseling or preventative education program has been successfully completed.
3. The Director may waive any or all of the requirements above if deemed appropriate.

USRowing Youth National Championships Policy

ERA entries for the USRowing Youth National Championships are secured at the USRowing Northwest District Championships. Those entries are subject to the USRowing Rules of Rowing regarding the composition of the qualifying boat and the USRowing Youth National Championship regatta entry packet.

The final decision as to whether or not the qualifying crew will participate in the U.S.

Rowing Youth Invitational will be made by the Director and coaching staff. The Director will notify the ERA president and/or vice president about the decision to attend before public announcement.

The Director will organize the trip in conjunction with the coaching staff. The director will create a budget for the event and forward a copy to the ERA board treasurer. The budget will be made available to the parents of athletes attending the event, as well as a reconciliation of that budget within six (6) weeks of the event.

The Director will accompany the team. The cost to send the Director to the event will be funded by the traveling athletes.

The funding for the trip and all expenses related to the trip are the responsibility of the athlete. If no other methods are available, the costs associated with scholarship athlete(s) travel will be absorbed into the trip expenses. The cost to support scholarship athlete travel will not exceed \$50 per non-scholarship athlete. Spare rowers that travel with the team will be responsible for half of trip expenses.

In the event that expected expenses exceed actual expenses, a refund will be made available only if the total amount of the refund per athlete exceeds \$25. If the amount is less than \$25, the remaining funds from the trip will be placed in an encumbered account reserved for U.S. Rowing Youth Invitational expenses for the following year.

ERA varsity parents may raise money to offset the costs provided there is no conflict with existing ERA fundraisers. Parents must have permission from the Director if they are going to use the ERA name in this effort. They may schedule the event in advance on the ERA calendar.

Parent and Coach Relations

Both parenting and coaching are extremely difficult vocations. By establishing an understanding of each position, we are better able to accept the actions of the other and provide greater benefit to the rowers. As parents, when your student-athlete becomes involved with ERA, you have a right to understand what expectations are placed on your student-athlete. This begins with clean communication from the coach of your rower.

Communication Expected from the Coach:

- Philosophy of the coach.
- Expectations the coach has for your rower and others on the team.
- Practice times and schedules; including regatta dates and schedules.
- Team requirements, i.e. fees, special equipment, off-season conditioning.
- Procedure regarding injury to the student-athlete should they be injured during participation.
- Discipline that may result in the denial of your student-athlete's participation.

Communication Coaches Expect from Parents:

- Concerns expressed directly to the coach.
- Notification of any schedule conflicts well in advance.
- Specific concern regarding a coach's expectations.

As your rower becomes involved with the team at the Everett Rowing Association, they will experience some of the most rewarding moments of their lives. It is important to understand that there will also be times when the experiences are difficult and challenging. At these times discussion with the coach may be appropriate.

Appropriate Concerns to Discuss with Coaches:

- Safety concerns.
- The treatment of your rower, mentally and physically
- Ways to help your rower improve both athletically and academically
- Concerns about your junior's behavior
- Excused absences from practice

Inappropriate Concerns to Discuss with Coaches:

- Seat Assignments
- Other rowers
- Race Strategy

Boat and Seat Selection

Coaches want to put together the fastest boats for races. Coaches work hard all season long to identify rowers and coxswains that will make ERA boats more competitive. They use input clues – such as an athlete’s physical condition, erg times, judgments about technique and commitment to practice, as well as output measures – such as the results of seat racing and actual regatta performance, to draw inferences about the best mix of athletes for each boat. Coaches will experiment, moving rowers back and forth between boats, and between seats, to determine what yields the best possible results. In general, if a rower is in good standing with the team, and he or she makes the boat go faster – then he or she will stay in the boat. If a rower is not in good standing with the team, then he or she will lose their seat.

The Junior Rowers, in general, understand this very well after a few weeks. They learn how to earn and retain the respect of their crew mates and their coaches. They find out what it takes to get and keep a seat in a boat. In this process, the dialog between rowers and coaches is very important; the rowers need to be discussing performance and requirements, and they can expect input from their coaches and feedback from their crew mates.

Rower Selection:

Rowing is a competitive sport. Even though all program participants may devote incredible effort to developing their skills and their physical fitness, not all can compete in the top boat. As coaches, parents and athletes, we accept that a rough meritocracy is necessary for clubs to produce teams that can perform and compete at the highest level. And we recognize that every successful team also needs a strong foundation of enthusiastic and capable juniors that can step up and take a place in a competing boat when the need arises.

Coaches absolutely want what’s best for the team and for the rowers. They are looking for skill, effort, commitment to the team, and promise – and they constantly evaluate and re- evaluate the capabilities of individual rowers and the group chemistry and cohesion of their teams. Based on coaches’ assessments of individual rower proficiency, strength, commitment and attitude, and the evolving needs of their teams, they may transition qualified rowers between boats and/or between groups. Sometimes the choices are very hard, and the coaches’ experience and intuition also have a role.

In the Fall Season, particularly, boat mix and seat assignments may be fluid. Fall season is known as the “Head Racing Season,” in which particular emphasis is placed on 5000 meter races that reward elevated levels of endurance, in addition to skill. The Spring Season focuses more on 2000 meter races that reward technical prowess and sprinting ability. Junior athletes may excel in one or the other, or both.

ERA coaches are professionals and make decisions based on what they believe to be in the best interests of the team. From the list above you can see which situations are appropriate to discuss with a coach and which are inappropriate. Coaches do exercise their judgment throughout the course of a rowing season and their discretion, expertise, and professionalism must be respected regarding rowing matters. Issues surrounding the well- being of your student-athlete are appropriate to raise with a coach. When you feel a conference with a coach is necessary, the following procedure should be followed.

Procedures to follow if you have concerns with a coach:

Please email or phone the coach to set up an appointment. Contact information for the coaching staff will be given by contacting the ERA office.

If the coach cannot be reached or does not respond, please schedule the appointment with the ERA Director by contacting the ERA office.

Please do not attempt to confront a coach before or after a regatta or practice. These can be emotional times for both the parent and the coach. Meetings of this nature do not promote resolution.

In the Event a Satisfactory Resolution Is Not Provided:

Call and set up an appointment with the ERA Director to discuss the situation.

In the Event a Satisfactory Resolution Is Still Not Provided:

Contact the ERA Board. A Board composed of parents, adult rowers, and community members governs the Everett Rowing Association. The Board will address matters that have followed the previous procedure of contacting the coach and Director.

The Everett Rowing Association believes the sport of rowing and the unique team environment provided by the junior crew will develop the character of the student-athlete and provide them with tools to succeed in life beyond the boathouse. We hope this procedure is helpful to parents and coaches trying to develop that character and create those skills in a less stressful manner.

ERA Parent Code of Conduct

The Everett Rowing Association has implemented the following Parent Code of Conduct for the important message it holds about the proper role of parents in supporting their youth athletes in sports. Parents should read and understand this form prior to their athlete participating in a youth program at ERA. In this document, "parent" also includes legal guardians of ERA youth athletes.

Most athletic environments are competitive and ERA's competitive youth rowing program has high aspirations; however, different issues can arise during the season. Regardless of what these issues or situations may be, as a parent we ask that you encourage your youth athlete and stay positive.

The essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring
- Good Citizenship

The highest potential of sports is achieved when competition reflects these "six pillars of character."

By role modeling these core principles, you will strengthen your youth athletes to honor the team on and off the water.

The following Parent Code of Conduct is implemented with these core principles in mind. All parents are asked to conform their conduct to this code of conduct while attending, volunteering or chaperoning at any ERA practice, regatta or event. Failure to do so may result in a multiple event suspension, or forfeiture of the privilege of attending all practices, regattas and events during the season at the discretion of Coaches, the Director, and/or Board of Directors..

1. I will remember that youth athletes participate to have fun and that the program and the regattas are for the youth, not adults.
2. I will inform the coach of any physical disability or ailment that may affect the safety of my youth athlete or the safety of others.
3. I understand that athletes and parents are expected to follow ERA's policies in the Junior Member Handbook as well as US Rowing's Rules of Rowing.
4. If I have concerns to discuss with the Coach or Director, I will refer to the protocol outlined above.
5. I (and my guests) will be a positive role model for my youth athlete and encourage sportsmanship by demonstrating the core principles outlined above at every practice, regatta, and ERA event.
6. I will support all the opponents in my youth athlete's competition and respect the rights of all youth athletes to participate.
7. I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, opponent, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures.
8. I will not encourage any behaviors or practices that would endanger the health, well-being or mental outlook of any athlete.
9. I will respect my youth athlete's coach and ERA staff and refrain from coaching my youth athlete or other athletes during competitions and practices because it may conflict with the coaches' plan or strategies.
10. I will respect the coaches, staff and officials and their authority during regattas and will never question, discuss, or confront them at a regatta venue or event, and will take time to speak with coaches or staff at an agreed upon time and place.
11. I will not provide alcohol or illegal drugs to or condone the use of alcohol or illegal drugs by youth athletes.
12. During out of town travel, I will not enter a rower's hotel room or sleeping area at any time, or for any reason, unless accompanied by a coach or the Director.
13. I will avoid any behavior that could be considered sexual harassment.

The legal definition of sexual harassment means unwelcome sexual advances, requests for favors, and other verbal or physical conduct of a sexual nature when:

Submission to such conduct is made either explicitly or implicitly a term of condition of a person's employment or advancement, or of an athlete's participation in school programs or activities; Submission to or rejection of such conduct by an employee or athlete is used as the basis for decisions affecting the employee or athlete.

Such conduct has the purpose or effect of unreasonably interfering with an employee's or athlete's performance or creating an intimidating, hostile, or offensive work or learning environment.

Sexual harassment can occur adult to athlete, athlete to adult, athlete to athlete, adult to adult, male to female, female to male, male to male, and female to female.

Sexual harassment, as set forth in the above legal definition, may include but is not limited to the following unwelcome actions:

- staring or leering that has sexual overtones;
- making sexual comments;
- making suggestive gestures or actions including touching or rubbing oneself sexually
- in the presence of another person;
- telling sexually demeaning jokes, statements, or comments;

- spreading sexual gossip;
- making physical contact of a sexual nature, including feigned “accidental” contact as well as pinches, embraces, shoulder massages, slaps or pats;
- applying pressure for sexual activity;
- displaying pornographic or sexually explicit materials;
- offering benefits, favors, or rewards in exchange for sexual contact;
- sending notes and letters, telephone calls or materials of a sexual nature.

Parent Booster Club

What is the Parent Booster Club?

The Everett Rowing Association's Parent Booster Club was established in the fall of 2002 to support the Junior Crew Program. In conjunction with the coaches and ERA Director, the Booster Club helps facilitate a successful program. The club also supports the fundraising activities established by the ERA club as a whole and, in addition, raises funds specifically to benefit the Junior Program.

Who can participate?

All parents of rowers are strongly encouraged to participate in the Parent Booster Club, but anyone who wishes to support the Junior Crew Program is invited to join. The Parent Boosters play a critical role in providing support, communication and continuity for the Junior Athletes & families in their experiences at Everett Rowing.

Officers and Contact Information

The Parent Booster Club is governed by the bylaws of Everett Rowing Association. Elections for officers occur in November. Officers assume terms in January. A term is not less than 1 year, and not more than 3 years.

Officers are elected by the voting membership of the Booster Club. Membership is established by payment of dues. At least one “Spring Season” experience is required before holding office.

Parent Booster Club: *Committees & Responsibilities*

Mentors

The Mentors are very important in getting out information, acting as a resource for questions, and recruiting help on various committees. Each mentor will have 6-10 families on his or her list to contact regarding the regattas and activities for the juniors. We need a lot of mentors. They really help the new families feel welcomed and help get them involved. As we put more information on the website, the job of the mentors will be to just touch base with the families and see if there are any questions or concerns.

Food

We try to provide all the meals at the away regattas for the rowers. Our food committee organizes the menu, purchases the food, calculates the costs, and then cooks and serves fantastic meals. This is a great way to get to know all the kids, because they all eat!

Rower Clothing

Each season our rowers have the opportunity to purchase Everett Rowing clothing. Parent Clothing: Everett Rowing apparel for ERA parents and fans (sweatshirts, hats, etc.) will be sold through the Parent Booster Club.

Getting Involved – Volunteering and How You Can Help

There are many opportunities for volunteers. Many of these are organized through the Booster Club. All parents are encouraged to volunteer during the course of the year. Parents can get involved as either an occasional volunteer or as a committee chairperson. Opportunities to help or to provide leadership exist in the following areas. Please contact the ERA Director for more information.

Auction / Events

Our auction is the single most important event to our financial health. Many people help out to ensure these events are successful, efficient, and fun.

Media Liaison

Trying to get ERA into the press has been quite an undertaking. We do have a contact person at the Everett Herald and work hard at coverage in the community. The Herald requires race results and interesting facts to be emailed. Pictures and publicity for activities and fundraisers would also be a great boost.

Banquet

Our end of the year banquet is a great way to wrap up the season. We have had slide shows, awards presentations, a raffle, a dessert potluck, skits, and a lot of fun. This committee will be responsible for planning the banquet, arranging a site, decorating, and working with the coaches for programs and awards presentations. The slide show and music are part of this committee.

Transportation

The Transportation Committee is responsible for providing safe and adequate transport to the away regattas. They will oversee the distribution, collection, and organization of the forms needed to transport rowers. Each parent driver will need a list of students riding with them, parental permission slips, a birth certificate for crossing the border, money for the ferry, etc.

Chaperones

Parents are sometimes asked to chaperone for Travel Regattas. All the parents and coaches play a part in chaperoning to keep our rowers safe and out of mischief, but we need some parents to commit to staying with the rowers at night.

Facilities & Equipment

We have some projects planned for the boathouse and need some carpenter / construction skills. We also need people who are willing to work on repair of wood and fiberglass boats, electronics, motorboat engines, etc., all the things that seem to get broken.

Regattas

Regattas take a lot of planning and organization both before and during the event. Parents/guardians are encouraged to communicate with the ERA director, as well as the coaches, to determine if there are opportunities for parents to provide assistance. It takes a village to put on a regatta, so the more available hands the better.

Youth Athlete Financial Aid

The Van Winkle Endowment / Community Foundation Snohomish County

ERA's philosophy has always been "No youth athlete is turned away from rowing at Everett due to lack of funds."

In 2006, the Van Winkle Family generously established an endowment for the Everett Rowing Association at the Community Foundation of Snohomish County. The Foundation invests the fund and annually in the spring grants the interest earnings to ERA for its use towards a need-based financial aid program for youth athletes. The goal of the endowment is to allow student-athletes to participate in rowing regardless of their family's finances.

Financial Aid

Each year, approximately 15% of ERA's youth participants benefit from our financial aid program. This aid totals nearly \$12,000 annually.

If you would like to volunteer for fundraising activities to continue to build our scholarship capabilities at ERA, please contact the ERA Director.

If you would like more information about the Financial Aid Program, please contact the ERA Director.

This Program is based on family income, number of family members, and current DSHS qualifying income for reduced school-lunch fees. All recipients of financial aid are required to participate in volunteer hours within the same season for reciprocity.

Building the Endowment

The Everett Rowing Association is committed to increasing the Endowment until it can entirely fund the Financial Aid program. The endowment currently is moving toward a target of \$350,000.

An amount equal to the proceeds from the Dessert Dash at the Annual Auction and Gala is invested in the Endowment annually.

You can help build the endowment to impact rowers' lives. Cash donations, yearly pledges, and gifts through estate planning are all accepted ways of giving to the endowment.

To make a donation or for more information, please contact the ERA Treasurer through the Board of Director's email at bod@everettrowing.com. or the Greater Everett Community Foundation (425-257-8385; www.cf-sc.org).

The Community Foundation of Snohomish County is a 501(c)(3) non-profit organization. Your gift is tax deductible to the full extent allowed by law.