

## Battle Road Track Club

Mission Statement	Battle Road Track Club is an elite, post-collegiate racing team, dedicated to achieving personal records and team championships at major cross country, track and road racing events. Most team members work full-time and are leaders in their Boston-area communities. We are teachers, coaches, engineers, lawyers, health workers, graduate students, and volunteers, as well as committed New Balance athletes.
Practice Schedule	<p>Throughout the year, we practice twice a week together.</p> <p style="text-align: center;"><b>September through November:</b> Tuesdays: 6pm at either Harvard, Chestnut Hill Reservoir (adjacent Reilly Rink), or Newton North High School Saturdays: 9am at either Battle Road (Lexington) or Donelan's (Lincoln)</p> <p style="text-align: center;"><b>December through March:</b> Historically Tuesdays 8pm at Harvard, or MIT, or The TRACK in Brighton. Location TBD for 2023-2024 season.</p> <p style="text-align: center;"><b>April through June:</b> Historically Tuesdays 6pm and Saturdays at 9am at Bentley University.</p>
Membership Expectations	<p>To be considered an active member of our team, you must:</p> <ul style="list-style-type: none"><li>● Attend practice on a regular basis</li><li>● Volunteer and/or race the Twilight meets</li><li>● Pay \$200/year dues</li><li>● Keep up-to-date USATF membership</li><li>● Compliance with our CODE of CONDUCT (see below)</li></ul> <p>We are first and foremost a training group so the biggest requirement for joining the club is being able to attend the majority of practices.</p> <p>We realize that things come up and life gets in the way sometimes but if you can't attend practice on a regular basis, then we are not the club for you.</p> <p>Injuries happen, so we ask that you keep our coaches in the loop if you are injured and not attending practice.</p> <p>Your membership will quickly pay for itself in gear, race entries, and coaching.</p>
Membership Benefits	Pursuant to fulfilling membership expectations and at the discretion of The Board, all members will receive:

	<ul style="list-style-type: none"> <li>● A team uniform (top and bottom)</li> <li>● Training plans and/or workouts from the team coach</li> <li>● Access to reserved facilities (i.e. indoor/ outdoor track)</li> <li>● Entry fees to designated team races paid or reimbursed by the team</li> </ul> <p>Tier 2 performers will receive all of the above plus:</p> <ul style="list-style-type: none"> <li>● One free pair of New Balance shoes per shoe order (3-4 pairs annually)</li> <li>● Team warmup kit (jacket top and bottom)</li> <li>● Entry fees to certain regional races paid or reimbursed by the team</li> </ul> <p>Tier 1 performers will receive all of the above plus:</p> <ul style="list-style-type: none"> <li>● Additional shoes and clothes from New Balance</li> <li>● Entry fees to additional races paid or reimbursed, at the discretion of The Board</li> <li>● Travel support, at the discretion of The Board</li> </ul> <p>The Board may award additional benefits to members at their discretion in a manner that is consistent with the mission and the values of the team.</p>
Sponsorship	<p>Since we are a sponsored team, members must race only in New Balance footwear, apparel, and general New Balance attire.</p> <p>In social media posts that involve or tag BRTC, please wear New Balance or non-competitor wear (competitor brands include Nike, Reebok, Adidas, etc).</p> <p>While we are not paid athletes, it is important to represent New Balance in order to continue a strong partnership.</p> <p>We realize that, for new members, it may take a while to acquire more NB gear. There is a grace period, and we ask new members to do their best to cover competitor logos in social media posts about the team.</p>
Safesport	<p>As a USATF team, we are responsible for ensuring our athletes and coaches abide by the Safesport regulations which exist to keep our members safe.</p> <p>All Board members must be Safesport certified and will report any relevant incidents to Safesport for investigation.</p>
BRTC Board	<p><a href="https://www.usatf.org/home-normal/top-utility-nav-content/membership/club-organization-membership">https://www.usatf.org/home-normal/top-utility-nav-content/membership/club-organization-membership</a></p> <p>If you are interested in joining the board, please reach out to us.</p> <p>Board Requirements:</p> <ul style="list-style-type: none"> <li>-1 year tenure with the team</li> <li>-Safesport certified</li> <li>-Commitment to attending meetings at least quarterly, sometimes more frequently.</li> <li>-History of consistent practice attendance</li> </ul>

## CODE OF CONDUCT

BRTC members are held to high standards of conduct. As a club we understand the need to exercise good judgment and act with honesty, integrity, and respect for others at all times.

All BRTC members shall represent the club in a professional, courteous, and upright manner at all competitions and all social events and while interacting with both members and non-members. This also applies to all posts and interactions on social media. Members will strive to be good role models to their fellow teammates and to members of their communities.

In order to become and remain a member of the team please agree to the following:

- 1) I agree to respect the fundamental rights, dignity, and value of my 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, or sexual orientation.
- 2) I agree to represent the club in a positive manner. I will show dignity, truthfulness, respect, and honesty toward my fellow members and the general public. I will be fair, considerate, and honest in all dealings with others, and accept responsibility for my words and actions.
- 3) I will not engage in and will not be tolerant of violent acts, including assaults on persons or property, hate crimes, hazing, stalking, sexual violence, or any other conduct prohibited by law. If I witness such acts perpetrated by others, I will report them to my coach or another BRTC Board member immediately. I acknowledge that the BRTC Board may, in its discretion, immediately suspend me from the team and prohibit me from practice and competition until further notice in the event I am accused of a crime of violence or sexual assault.
- 4) I will not initiate or engage in nonconsensual sexual contact or sexual harassment, and I acknowledge that all forms of harassment and non-consensual sexual contact are prohibited by law.

I understand that the following behavior is **not permitted** by any members of BRTC:

- 1) Any conduct that may damage, disrupt, or impede BRTC activities, property, or reputation, or the activities, property, or reputation of BRTC members or other members of the community.
- 2) Any abusive or vulgar language, yelling, taunting, or threatening physical, verbal, or emotional violence upon another BRTC member, a club or

race volunteer, an event spectator, or anyone else you may come into contact with. This also applies to all posts and interactions on social media.

- 3) Seeking to impose your personal, religious, or political beliefs or opinions onto others, or represent your beliefs or opinions as those of the club.
- 4) Making discriminatory or derogatory statements, comments or slurs, including but not limited to actions, statements, comments or slurs based on sex, gender, race, ethnic or national origin, culture, marital or family status, socio-economic status, religion, political affiliation, age, weight, ability or disability, or sexual orientation.
- 5) Acting 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.
- 6) Bullying of any sort, including but not limited to any use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others.
- 7) Engaging in any other activity counter to the character of this Code of Conduct.

I understand that failure to conduct myself responsibly, as stated and implied by the conditions in this BRTC Code of Conduct, may result in sanctions, up to and including suspension or dismissal from the team. I understand that the board reserves the right to revoke, at the board's discretion, my membership if I violate this code of conduct in any manner.

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

Date Signed \_\_\_\_\_