

Protocol for Ethical Recruiting and Transfer Practices

Rowing New South Wales recognizes that Clubs compete against each other for elite and non-elite rowing members.

Athletes should be entitled to row wherever they wish and it is reasonable that Clubs offering superior facilities, coaches or programs (or other bona fide incentives) to attract athletes should be entitled to do so to enhance their recruiting efforts.

In order to ensure that such recruiting and transfer practices are carried out in a manner which is fair, honest and open, Clubs will be required to adhere to the following Protocol:

1. A Club must not offer benefits or inducements to a rower to induce that rower to join that Club unless the benefits or inducements are fairly and honestly described and are capable of being delivered by the Club.
2. To the extent that a Club offers any rower benefits or inducements to join that Club which are not generally available to other rowing members at the Club (for example, offers of payment or financial assistance, employment, academic or educational opportunities, use of a vehicle, etc), they must be submitted to the rower in writing.
3. A Club must not, in attempting to induce a rower to join the Club, knowingly exaggerate or overstate:
 - a) the rower's potential to be selected in representative crews or to row at an elite level; or
 - b) the Club's ability to provide particular benefits or advantages to the rower,in any manner which is likely to give the rower false hope of an outcome which is unlikely to be achieved.
4. Provided there has been no breach of the provisions of this Protocol:
 - a) each club should recognise the right of its members to transfer to other clubs and must not seek to hinder or obstruct a transfer by any member; and
 - b) no club should make unsubstantiated or derogatory remarks about the club to which its member wishes to transfer.