USROWING SPECIAL CATEGORIES OF MISCONDUCT POLICY

Effective Date: October 13, 2023

I. Member Penalties

If an individual member of USRowing meets the criteria for Special Categories of Misconduct as defined in the USRowing Code of Conduct, the Executive Director may, without conducting any additional investigation, rely upon such fact, finding or determination and may promptly notify the member that:

1. If the member meets any of the criteria in Section VII.2.a-d of the USRowing Code of Conduct, that USRowing intends to terminate the individual's membership or impose any other discipline authorized in the Grievance Procedures by a specified date.
2. If the member exclusively meets the criteria in Section VII.2.e. of the USRowing Code of Conduct, USRowing may suspend the individual's membership or impose any other non-permanent discipline authorized in the Grievance Procedures, in either case on a temporary basis.
3. The individual may request a hearing prior to the termination or other disciplinary action becoming effective.

II. Hearings

The hearing conducted by USRowing, shall be:

1. A telephonic or virtual hearing;
2. Conducted by a panel to include the Executive Director and a member of the Grievance Panel;
3. Implemented on an expedited basis; and
4. Strictly limited to the issue of whether the individual falls into one of the Special Categories of Misconduct.

The decision of the panel made pursuant to this Section shall be final and binding.

III. Exclusive Remedy

Where an individual is granted a hearing under Section II of these Special Categories of Misconduct Procedures, such a hearing will preclude parallel or subsequent procedures under the Grievance Procedures.