

Team Wellness Policy
Policy No. 2018-04

Adopted May 6th, 2018

Amended May 5th, 2019

Amended January 11th, 2023

Purpose: To have a procedure in place for the Executive Board to be able to assist teams which are in need of guidance.

Background: As a CLUB, the health of a team directly impacts the health of the club as a whole. Paddlers happy with their team, will ultimately benefit the club. With this in mind, the Fraser Valley Paddling Club is putting this policy in place to assist teams when troubles arise, so that captains and paddlers alike know that there is a process in place if they need/want assistance, so that we can ensure a positive paddling experience for everyone.

Policy:

1. Any issues that cannot be resolved at the team level, may be brought forward to the FVPC Club President, to bring to the Executive Board. The Club President will then assign a board member(s) to liaise with all involved parties – this will usually be someone not directly involved, to attempt non-bias. This *may* mean that OC issues will be assigned to the Dragon Boat Directors, and Dragon Boat issues may be assigned to the OC Directors. During the investigation, all parties have the right and will be invited to make verbal and/or written presentations to the voting members of the Club's Executive Committee.

Captains and paddlers alike are welcome to bring any issues forward.

2. If the Executive Board becomes aware of team challenges, they will conduct an investigation. The Executive Board may:
 - a. Discuss the issue with the team Captain
 - b. Meet with the team
 - c. Send out an survey to the team so that they may be able to answer anonymously
3. The Executive Board will then make recommendations to the team, and then monitor to make sure appropriate actions are taken to improve the wellness of the team.
4. All Dragon Boat teams must have more than one Executive member (for example a Captain and Assistant Captain).
5. If teams are struggling with not having enough members on their roster, the Executive Board will make every effort to work with the Recruitment Director to assist the team in bringing those numbers up.
6. In the event that teams are struggling with having enough members on their roster and paddlers are becoming disillusioned and frustrated, the Executive Board may dissolve/combine teams as it deems necessary.

7. Dragon Boat teams will not be allowed to roster more than 30 members.
8. New teams are only accepted upon approval of the Executive Board, and will be approved only if:
 - a. All current teams are at or near capacity.
 - b. There is a responsible, experienced “champion” to mentor and assist the new team.