



Captain's Meeting Agenda

7pm, Tuesday 1st week Hilary Term 2019

15th January 2019

Habakkuk Room, Jesus College

Chair: Achim Harzheim (OUBC Vice-President)

1. Welcome

2. Minutes of the Last Meeting

- Available at www.ourcs.org.uk

3. Matters Arising

- Women's Group – Harriet Rose-Noons/Kate Halcrow/Jo Egan to speak
- See Appendix A

4. Clubs with Payments Outstanding – Lukas/Kate to speak

Accies, OUWBC, Wolfson, Trinity, St. Peter's, Keble, Christ Church

5. Squad Reports

OUWBC

The OUWBC Squad has enjoyed a number of successes since the last meeting. We had a strong performance at Four's Head of the River, taking 2nd and 4th place in Elite Academic 4+ as well as the fastest time in Academic Challenge 4+. We also had category wins at Upper Thames Autumn Head and Wallingford Head. Our GB Trials pair placed 7th overall, and was the 3rd fastest U23 boat. Our Trial Eights Race on 7th December saw two crews, Comet and Blitzen, battling it out over the full Championship course – although one crew took an early lead with a stronger start, the trailing boat remained within a few lengths throughout the whole race, never giving up the fight. We have just finished our winter training camp, for which we were based in Wallingford and blessed with beautiful weather and great water. During camp, the team really came together, and the rowing developed well, so we are excited for this next phase of our season.

OUBC

OUBC had a promising end to the Michaelmas term with a competitive trial eights. It was a closely fought race with overlap maintained until the bandstand. Both boats rowed well and put themselves in good tactical positions.

We had good technical and physiological improvement through the term. Everybody in the team is developing well and there is a good attitude to change and adapt technique. There is a good atmosphere in the team and it is a fun place to be.

We had a productive training camp in Temple-Sur-Lot. Both crews made good progress and we managed to avoid illness and injury.

OUWLRC

The squad entered a number of races during Michaelmas Term:

- We won the Lwt 4x and University Shield 8+ at the British Championships. We also had three Lwt 2x entries, with the top boat finishing as the second fastest Senior Lwt 2x.
- At Fours Head, we entered a 4x (2nd in the Championship Academic category) and three 4+s (1st, 2nd, and 8th in the Challenge Academic category).
- We sent some of our new athletes to Upper Thames Autumn Head, entering a 2x, a 4+ and an 8+.

We sent three of our athletes to GB trials, providing invaluable experience of erg testing and racing in a high pressure environment.

16 athletes (14 rowers and 2 coxes) were invited on our Winter Training Camp in Northern Spain. The conditions and facilities there meant that we were able to spend a lot of time making good technical progress as well as having the opportunity to begin doing some seat racing.

Going forward, we have a strong squad of 20 rowers and 3 coxes. We have provisionally arranged to race Cambridge on the 30th March in Henley, and are currently discussing plans for the future of our boat race.

OULRC

The squad enters Hilary Term with 19 rowers and two coxes, and will be cut to 18 rowers and two coxes after further testing in the coming weeks. Since the last report, we have seen progress both on and off the water with several weekends spent on the Tideway and at Dorney, obtaining speed data and seat racing.

We have accrued reasonable racing experience, entering Fours Head with two 4-s and a 4+ and running a successful Trial VIII at Dorney.

Physiology advice has been provided by Filipe Salbany and this has yielded improvement in erg scores throughout the season. We have two further testing sessions planned before the Boat Race.

Training camp was run in the UK, based mainly at Wallingford but again with trips to Dorney and the Tideway. It was certainly a useful exercise, but was plagued slightly with injury and absences due to immovable work commitments, mainly with clinical medical students and post graduation medics (i.e. doctors working full time). This has always been an issue for us, and we would benefit in the future from holding a training camp abroad, and earlier, perhaps at the end of December/early January, to avoid conflicts. This has been done in the past, but recently finances have been the limiting factor.

For the coming term, we have match races planned with Imperial College BC first VIII and Molesey, and will enter. Quintin Head and BUCS Head, and several weekends have been planned

on the Tideway to obtain further experience on the race stretch. We aim to field a first and second eight for all races this term, and after Boat Race, including Head of the River and BUCS regatta. For the Boat Race, we will field a top eight and a spare pair.

1. **Good Lad Initiative** – Tom Hornbrook or an associate to speak
2. **Safety/Reminders** – Kate/Sacha to speak
 - Lifejackets
 - Marshals/umpires
 - Bankriders wearing lights – Highway Code
 - Flags
 - Lights
 - Launches
 - Full compliment rules
 - Secretary permissions
3. **Election** – Keir Bowater to speak
 - COUR Representative
 - i. Thomas Surridge (Queen's)
4. **Appointment of Ordinary Committee Members (1.8.5)** – Kate Halcrow to speak
 - Berenika Kotelko (Jesus)
 - Joseph Lord (St. Benet's - reappointment)
5. **Dorpids** – Kate Halcrow to speak
 - See Appendix B
6. **Secretary and Sabbatical Officer roles for next year** – Keir/Kate to speak
 - See Appendix C/D/E
 - Secretary applications to secretary@ourcs.co.uk
 - Sabbatical enquiries to sabbatical@ourcs.co.uk
7. **Secretary Role into Torpids** – Sacha Tchen/Kate Halcrow to speak
8. **Christ Church Meadow/Boathouse Island access** – Keir to speak
 - Talk to your bursars!
9. **Rule Changes** – Joe Hitchen/Pete Bond to speak

Replace A3.4e.ii

The Race Committee shall make safety considerations of prime importance when deciding whether or not to permit an individual cox to be selected as an extraordinary substitute, and may request a summary of the proposed cox's experience. Associates with a coxing registration may be used as extraordinary substitute coxes in fixed divisions at the Race Committee's discretion.

with

The Race Committee should be provided with a summary of the proposed cox's experience, and have the right to reject the substitution if the cox does not have the necessary experience for

the division they will race in. Where an extraordinary coxing substitution is required, full member coxes will be permitted to cox more than one boat from their club on any one given day. Associates may be allowed to cox boats in fixed divisions at the Race Committee's discretion, provided they otherwise meet the requirements of the event and the club has demonstrated they have no suitable full-member coxes.

Proposed: Joe Hitchen (OURCs)

Seconded: Pete Bond (OURCs)

This proposal clarifies the race committee's right to reject an extraordinary coxing substitution on safety grounds, but makes it clear that safety alone is not sufficient to justify the approval of an extraordinary substitution - Competitive reasons for *allowing* the substitution should *also* be provided, and in the spirit of the event, clubs should attempt to find a full member cox (racing twice if needed), before considering associate coxes for higher divisions.

Replace A3.11.c

Crews are expected to race wherever possible within the ideal racing line area. If they race outside it, they may be required to abide by their own accidents.

With

Crews may take any line, however they are expected to race wherever possible within the ideal racing line area. If they race outside it, other than to steer around an obstruction in accordance with A3.15.1.a, they will be required to abide by their own accidents.

Proposed: Pete Bond (OURCs)

Seconded: Joe Hitchen (OURCs)

Transgender policy addition – Alex Wilson to speak

We would like to remind members that these rules are intended to ensure an inclusive, supportive and fair community for all rowers. These rules have been written to facilitate such a community within in our sport, while ensuring safe and fair competition for all participants.

We urge Captains, Coxes and Rowers to behave respectfully, and any abuse of these rules will not only carry a serious penalty but will also be damaging to the trans-community. Any athlete can approach OURCs Committee with questions or concerns, who will act with strict confidentiality unless a person or persons' welfare or safety is deemed to be at risk.

This is a working document; OURCs Committee will, at all times, be working along with the development of Oxford's university policy. Wherever possible OURCs Committee will have a suitable, to be identified, "Equality and Diversity Unit" staff member of Oxford university to consult with on these matters and act as a third party when deemed applicable or necessary. OURCs Committee and Club Captains will continue evolving this document, simultaneously communicating with the university and its suitable staff.

Replace Rules of Racing A1.1.3 with

A1.1.3 In addition to university statutes on definitions of 'Transgender', OURCs defines a trans rower as any rower who does not wholly identify with the gender they were assigned at birth, regardless of whether any medical transition steps have been taken or not.

a. Under no circumstances can any rower be compelled to disclose any medical history to OURCs or the committee of any event run under these rules.

i. Any information disclosed, medical or otherwise, shall be kept confidential and not shared publicly or between committee members outside of the relevant parties, unless the welfare or safety of a person is in danger. Where possible, information and data will be held by university staff, rather than students.

b. In accordance with British Rowing policy, a trans rower not assigned female at birth shall be treated for the purposes of these rules as a woman and may compete freely in women's crews if they are willing and able to provide evidence to the Rowing Sabbatical Officer or appropriate University/Sport Department staff member, as advised by the Rowing Sabbatical Officer, in accordance with British Rowing's Transgender and Transsexual Policy. At time of writing (January 2019), this stated "May compete in her affirmed gender in female or mixedsex domestic competition by providing evidence that her hormone therapy has brought her blood-measured testosterone levels within the range of her affirmed gender." A club or other individual may not, under any circumstances, compel an athlete to make this provision, regardless of whether they fulfil this requirement. This rule shall supersede any other rule regarding eligibility of trans athletes and therefore any athlete who has made these provisions will be directed to the general rules of racing.

c. Any athlete assigned female at birth who wishes to compete in open divisions can compete without the need to take any additional steps.

d. Any athlete assigned male at birth who wishes to compete in women's crews are advised to inform OURCs about their trans status at least 48 hours before the first day of races commences. This is intended to protect trans rowers from discrimination and appeals on the grounds of gender, and deter clubs from abusing these rules.

i. The athlete is advised to inform a member of OURCs (ideally the ratified event SUs, Secretary or Rowing Sabbatical Officer) before the first event in which they are entered. This may either be directly or through a club official, in which case the athlete's explicit permission must have been given. The athlete shall advise who they are willing to be told about their status and what shall be the response to appeals related to their gender. The athlete shall be made aware that this disclosure may be shared with relevant race desk committee members in case of the original members informed absence during race day, but any disclosure shall be kept to the minimum number of committee members.

ii. Any trans athlete that does not wish to disclose their trans status to any member of their boat club committee may contact OURCs through a college or university LGBTQ+ rep.

iii. For events under these rules not run by OURCs, the athlete shall inform the event committee (ideally the event secretary) as above. They may inform the event directly, or through their club, an LGBTQ+ rep, or through OURCs, in which case the

athlete's explicit permission must have been given. The athlete shall advise who they are willing to be told about their status and what shall be the response to appeals about their gender.

iv. An appeal against an entry on the grounds of ineligibility of a trans athlete before the commencement of racing may only be made to a ratified Senior Umpire, who may choose to consult the University Equality and diversity unit. The appeal may only be made on the grounds that the Rules of Racing have not been adhered to. *This decision shall be final unless appealed to and edited by the OURCs Senior Member.*

v. Any appeal or complaint querying the gender of an athlete, where said athlete has informed the event secretary or relevant parties of their trans status, shall automatically be dismissed. In this case, the athlete's desired response to an appeal shall be given to the appealing party. If the athlete has not specified, the appealing party shall be informed no rules have been breached.

e. Abuse of rules relating to trans athletes shall be treated as severely as warranted under university statutes.

i. Any appeal that queries a women's crew member's gender shall immediately be escalated to a ratified Senior Umpire, who shall apply A1.1.3.d.v if possible. If A1.1.3.d.v does not apply, the club captain/president may be contacted to help resolve the appeal. All possible tact and politeness shall be used.

and append A1.1.4, formerly A1.1.3:

4. Any motion to amend the above rules must be brought in accordance with the procedural rules associated with a constitutional alteration under 1.11.5

Amend **A1.1.6.2-3** from;

2. Men may cox in "Women's" boats and women may cox in "Men's" boats
3. Women may row in "Men's" boats.

To

2. Any licensed cox, regardless of gender, may cox any boat.
 3. Anyone, regardless of gender, may row in a "Men's" boat.
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Proposed: Alex Wilson (OURCs/St. Hugh's)

Seconded: Iona Woodward (Worcester)

For discussion:

1.15 Discrimination

1. Any individual alleged to have taken discriminatory action against an individual or group in breach of university non-discrimination statutes shall be referred to university authorities and may, at the discretion of the OURCs Secretary or Senior Member, be suspended from participation in OURCs events, banned from rowing on a particular stretch of river, and/or

banned from rowing with any OURCs constituent club. *This penalty shall be applied until the conclusion of any official investigation into the matter. If the individual is found to have breached university statutes, these penalties may be modified and/or applied for a set period, which may be indefinite, in consultation with the OURCs Senior Member and appropriate university authorities. An appeal against the decision of the OURCs Secretary may be made to the Senior Member. (see below, duplicate verbiage)*

2. Any club alleged to have taken discriminatory action against an individual or group in breach of university non-discrimination statutes shall be referred to university and/or college authorities. Its officers responsible for the breach may be suspended at the discretion of the OURCs -Senior Member, in addition to penalties under 1.15.1. In serious cases, the club may be suspended from participation in OURCs events and/or banned from rowing at the discretion of the OURCs Secretary and Senior member. *These penalties shall be applied until the conclusion of any official investigation into the matter. If the club is found to have breached university statutes, these penalties may be modified and/or applied for a set period, which may be indefinite, in consultation with the OURCs Senior Member and appropriate university authorities. An appeal against the decision of the OURCs Secretary may be made to the Senior Member.*

3. An individual who has proved discrimination at their college boat club may apply to transfer to another college boat club. Evidence of formal proceedings at any official level brought against the club shall be provided to the OURCs Secretary or Rowing Sabbatical Officer, along with the written assent of the captain of the club to which they wish to transfer. Regardless of whether these proceedings have concluded or whether the club was found at fault, this shall be considered grounds for the transfer. If approved, this transfer shall have immediate effect and *a record of the allegations and the conclusion of subsequent proceedings shall be made by the Rowing Sabbatical Officer.*

4. *This is a working document and we shall, at all times, work along with development of Oxford's university policy, and on top of this these rules shall be updated yearly at a minimum by the equality sub-committee of OURCs and any other interested parties.*

10. River Closures

Isis Winter League, sponsored by Neptune Investment Management – Kate to speak

- IWL C - Sunday 2nd week, 20th Jan – 12:00 until Closing Time
- IWL D – Sunday 4th week, 3rd Feb – 12:00 until Closing Time
- IWL E – Sunday 6th week, 17th Feb – 12:00 until Closing Time

Proposed: Katherine Halcrow (OURCs)

Seconded: Keir Bowater (OURCs)

Torpids 2019, sponsored by Neptune Investment Management

- Rowing On – Friday 6th week, 22nd Feb– 08:30 until Closing Time or End of Racing
- Rowing On Contingency – Sunday 7th week, 24th Feb– 08:30 until Closing Time or End of Racing
- Wednesday 7th week, 27th Feb – 11:00 until End of Racing
- Thursday 7th week, 28th Feb – 11:00 until End of Racing
- Friday 7th week, 1st Mar – 11:00 until End of Racing

- Saturday 7th week, 2nd Mar – Opening Time until End of Racing

Proposed: Katherine Halcrow (OURCs)

Seconded: Keir Bowater (OURCs)

11. Extension of Student Status (Rules of Racing A1.1.1.a.i.3), in case of leave to supplicate arriving before Torpids – Keir to speak

Needs a majority vote to pass.

- Dragana Savic, Linacre
 - o Proposer: Florianne Verkroost (Linacre)
 - o Seconder: Matthias Haslberger (Linacre)
- Laura Depner, Wolfson
 - o Proposer: Claire Holubowskyj (Wolfson)
 - o Seconder: Ethan Friederich (Wolfson)
- Stefanie Zekoll, Wolfson
 - o Proposer: Claire Holubowskyj (Wolfson)
 - o Seconder: Ethan Friederich (Wolfson)

12. Transfers under A1.2 – Kate Halcrow to speak

Objections may only be made on the grounds that:

- *Athlete is not a member of the college they are transferring from*
- *Athlete has never been a member of the college they are transferring to*
- Sarah Bridge, St. Hilda's to Wolfson (papers in order)
- Saad Hamid, Christ Church to Balliol (papers in order)

13. Ratification of Major Transgression Meetings – Kate/Sacha to speak

- Worcester - £50
- Christ Church - £50
- St. John's - £50
- Worcester - £50
- Christ Church - £50
- New - £50
- Pembroke - £50

14. Extra Slots – Keir to speak

Monday AM	Lincoln
Tuesday AM	Somerville
Wednesday AM	Catz
Thursday AM	Hilda's
Friday AM	Worcester
Sunday 1-5pm	Queen's
Sunday 1-5pm	Hugh's

15. AOB

- Website – Kate/Stefan/Joe H/Cameron to speak
- RCML/Mailing lists – Stefan
- Recyclable/plant-based cups during Torpids