



Code of Conduct

The Robotics Education & Competition (REC) Foundation considers the positive, respectful, and ethical conduct of all students, teachers, mentors, parents, and other event attendees an important and essential component of all REC Foundation-sanctioned events.

Behavior and Ethical Standards

We expect the following behavior and ethical standards at all REC Foundation-sanctioned events:

- Act with integrity, honesty, and reliability
- Behave in a respectful and professional manner with event staff, volunteers, and fellow competitors
- Exhibit maturity and class when dealing with difficult and stressful situations
- Respect individual differences
- Follow all rules as listed in the current game manual(s)
- Student-centered teams with limited adult assistance
- Safety as a top priority
- Good sportsmanship, which includes supporting your alliance partners

These expectations apply to all team members and all adults associated with a team including, but not limited to, teachers, mentors, and parents. This Code may also apply to behavior outside of REC Foundation-sanctioned events where inappropriate actions are related to an event or participating individuals.

Judges will consider team conduct and ethics when determining awards.

Repeated or egregious violations of the expectations in this Code may result in consequences up to the disqualification of the team or organization from the current event and/or future events, and potentially removal from the program after review by the REC Foundation.

Notes:

- It is REC Foundation policy that REC Foundation staff may only interact with adults during the rules and conduct violations resolution process. In cases where the primary contact is determined to be a minor, REC Foundation staff will insist upon communicating with an adult.
- Where a team is found to have committed a serious violation, the team may not retain the benefits obtained as a result of the violation, such as bid to higher qualification levels.
- In all cases where an allegation is validated, the Senior Director for Programs and CEO shall be informed of all proceedings.

Video: [Sharing Best Practices: Student-Centered Programs and Honoring the Code of Conduct](#)

Violation Resolution Process

The REC Foundation Rules and Conduct Violations Resolution Process is outlined in this scenario. This process will be followed in the event of a major rules or Code of Conduct allegation.

Scenario: REC Foundation staff receives report of possible rules/Code of Conduct violation. Staff collects facts concerning the issue from REC Foundation staff and others party to the issue. REC Foundation staff discusses preliminary findings with the Director.

Question: Is the reported violation validated?

Answers:

1. **Yes.** The REC Foundation staff, with DORO approval, will write to the primary team contact listed on Robot Events via email. The email will include a summary of the complaint received as well as a list of relevant rules or section(s) of the Code of Conduct that the allegations, if true, would violate. Possible sanctions will be listed in this email. The email notice will request a response to the allegation within a defined time frame.
2. **No.** REC Foundation staff takes no further action. Reporting party is told the matter is closed.

Next Step: Following a review of the response to the allegations, the REC Foundation will issue the findings of the investigation. This will include a summary of the allegations and reference to the relevant rules and/or Code of Conduct.

Question: Will there be a sanction?

Answers:

3. **Yes.** If sanctions are to be issued, the DORO will write to the primary team contact listed on Robot Events via email. The email will include a summary of the complaint received as well as a list of relevant rules or section(s) of the Code of Conduct violated. The email will also list sanctions being imposed. The right to appeal sanction(s) and the process to file an appeal will be included in this email.
4. **No.** In cases where the team response has adequately clarified the alleged rules violation such that no sanction or warning is warranted, the REC Foundation staff will issue a finding to the team that the matter has been resolved. In cases where the violation does not warrant a sanction, but does warrant a formal warning, REC Foundation staff, with DORO approval, will issue a written warning.

Question: Is there an appeal?

Answers:

1. **Yes.** The REC Foundation Rules and Conduct Committee, which is composed of Senior Management, will review the appeal and make a recommendation to the CEO who will make the final determination to uphold, overturn, or modify the imposed sanction. Notifications will be made in writing once the CEO makes a final decision, which should be within 14 days of receipt of the appeal. Once this decision is issued the matter is closed and not subject to further review or discussion.
2. **No.** The sanction remains and the matter is closed.

