



Board of Directors Meeting Minutes

February 10th, 2021 at 5:30 PM

Virtual meeting held via Zoom

Attendance

- **Present:** Heather Cobb, Pete Dady, Adam Engst, Tonya Engst, Charlie Fay, Jullien Flynn, Pete Kresock, Mickie Sanders-Jauquet, Charlie Trautmann, and Bill Watson; Nancy Kleinrock and Steve Shaum attended for the first half hour.
- **Absent:** Mike Allinger and Gary McCheyne
- **Club members and guests:** Alex Kleinerman, Dave Kania, Zoe Getzin, Miranda Phillips

Reports & Discussion (5:30–7:00)

Welcome of the Board (Adam Engst)—10 minutes

- Revisions to the agenda? None.
- Acceptance of the [January meeting minutes](#) - Accepted.
- Acknowledgment of notable volunteer efforts
 - Dave Kania and Eric Sambolec for organizing Super Frosty Loomis
- Committee participation: every board member should be on at least one
 - Communications Team, Diversity Committee, Events Team, Finance Committee, Governance Committee, Nominating Committee, Philanthropy Committee, Web Team
- Volunteer Coordinator position open
- Skunk Cabbage race director position open

Road, Trails, Track (Dave Kania, Alex Kleinerman, Adam Engst)—20 minutes

- Super Frosty Loomis post-race report (Dave Kania)
 - Snow was great - fresh snow down on the trail, people had a good time. No usual post-race event at the Dryden Hotel, due to COVID-19. Full parking lot. 36 people showed up out of 39 registered; the race was capped at 40. People were good about masks and keeping distance. The race report will be appended to the minutes.
- Finger Lakes 50s discussion (Alex)

- Alex attended with several children keeping her company. She is getting a lot of questions about the Finger Lakes 50s. A big one related to whether we should ask for the deposit for the carved cow statue awards back, since it wasn't used in 2020 and may not be in 2021. A suggestion is made that she not worry about getting the deposit back, since we'll want the cows eventually. Worst case, we have to store them for a year.
- Currently the state is limiting gatherings to 50 people. It is suggested that each distance could be limited to 50 people. But Alex feels that this would be against the intent of the rule, since there would probably still be a lot congregating among people in the different distances and the volunteers. Also, Pete K notes that such a large aspect of this event is the socializing and camping. It is suggested that she contact the Forest to find out what they will allow. Right now she is telling people that we will decide later in the spring, because the situation is so fluid. But if the state keeps the limit at 50, her current thinking is that we will cancel the race for this year (but hopefully be able to hold it in 2022).
- FLRC Challenge (Adam)
 - Update on permitting, logo, signs, leaderboard, swag, and start date.
 - Adam was able to get insurance. This will cost \$782.15. He was unhappy about all the extra work and cost, but relieved that the race budget can accommodate that expense. He has been working with various governing bodies to get them the insurance documents and finalize permits. He has also been working back and forth with the sign company to get the signs printed properly. He plans to open registration in the very near future. (Registration opened quietly on February 13; more publicity to follow.)

Citizen Climate Education presentation (Zoe Getzin and Miranda Phillips)—15 minutes

- Community member Zoe Getzin (Andy Getzin's daughter and a freshman at Williams) requested some time to present to the FLRC board as a member of [Citizen Climate Education](#), a non-partisan grassroots advocacy organization working to educate the public about solutions to climate change. She'll be presenting with Miranda Phillips. Zoe writes:

My presentation will be about a bipartisan carbon fee and dividend bill that is currently in congress. The bill is critical in decreasing nation-wide carbon emissions and addressing the existential threat that is climate change. I will explain how the bill works, why the bill has broad support, why you, as runners,

should support the bill, and how your group and individual members can help support the bill.

- The presentation points out that climate change is not only a general problem, but also that it affects runners. It notes that the number of days with over 90-degree temperatures in our region is projected to double by 2050. The presentation describes a bill that has been introduced on the federal level that would institute an upstream carbon-related tax on the sale of certain types of fuel, such as coal. This tax would not be on consumers but upstream from them in some way.
- A board member asks for clarification of what they mean about the bill being bi-partisan given which New York State legislators are supporting it (only Democrats). Miranda clarifies that the bill was created by Democratic and Republican legislators who wrote it with an eye to being bipartisan, although Republican support has largely evaporated after several of the Republican sponsors lost their elections.
- Adam will ask Zoe for the slides so that they can be available for the board to review. We will talk about whether the club would endorse the bill at the March meeting. Meanwhile, if individual board members want, they may send virtual postcards through the Citizen Climate Education website - a URL is on one of the slides near the end.

Finance (Mike Allinger, Adam Engst)—10 minutes

- Report on [the club's financial position](#) as of January 2021 (Mike)
 - Mike was not present, so Adam shared the recent financial reports and walked us through them briefly. Adam had been at a recent Finance Committee meeting, so he was able to speak to this.
- Introduction of the topic of scholarships for a future meeting (Adam)
 - For historical details about scholarships and other committee discussions, [see the notes on the last meeting](#).
 - In short, we need to decide whether to continue to fund the scholarship fund, which currently has about \$7450 in it. That conversation might also relate to how much money we want to spend on 2021 scholarships; it was noted that we should communicate with Lorrie Tily if there is any general change from what she might be expecting.

Governance (Charlie Trautmann)—10 minutes

- Final discussion of the [Privacy Notice](#).
 - In response to queries about whether some details needed to be called out explicitly in the Privacy Notice, Adam explained that privacy notices need to be as

detailed and specific as possible, in part to show that the organization is being fully transparent. **Motion:** The Governance Committee moves that FLRC approve the FLRC Privacy Statement. The motion passes unanimously.

- Final discussion of the [Ethics Policy](#).
 - **Motion:** The Governance Committee moves that FLRC approve the FLRC Ethics Policy. The motion passes unanimously.
 - Everyone on the board should sign the [Ethics Statement](#). Adam shared the link in our Zoom chat so that board members can sign it during the meeting. If a board member doesn't sign it during the meeting, Adam asks that they sign in the near future.
- Charlie expresses his thanks to everyone who contributed to developing the above policies. He says that we've done well with creating/reviewing various smaller documents recently, and the next thing is to start looking at our bylaws. So, we should stay tuned for more about that next month.

Diversity (Jullien Flynn)—20 minutes

- Final discussion of the [Diversity Statement](#) as prepared by the Diversity Committee
 - There was much discussion of a sentence giving the Ahmaud Arbery killing as an example within the Diversity Statement with one person objecting to it and several others suggesting it read oddly. After discussion, it was removed.
 - There was also discussion of the phrase "Black runners and other runners of color." We agreed to change it to "BIPOC (Black, Indigenous, and People of Color) runners."
 - After some discussion of whether women should be mentioned explicitly, Pete K suggested removing a bullet point that he had previously added about our races being Trail Sisters Approved. Everyone agreed.
 - **Motion:** Jullien moves that FLRC approve the FLRC Diversity Statement as it has been discussed in the meeting, removing the last sentence from the second paragraph, adjusting the remaining last sentence, and removing the bullet item about Trail Sisters.
 - Charlie Trautman calls the issue. The motion is voted for unanimously.

Web/Tech Team (Adam Engst)—5 minutes, if time available

- FLRC Forum host switched from DreamCompute to DigitalOcean
 - Goal is to resolve intermittent reliability problems with DreamCompute
 - FLRC Challenge leaderboard also needed a Docker-savvy host, so it was a twofer
- Discourse community engagement report
 - Currently has 767 users (down 2), 145 posts in the past 30 days (down 154), and 8900 pageviews (down 3200)

Events (Adam Engst)—No report necessary

- *FLRC Presents* on hold due to Jason Tuori being unavailable.

Communication (Adam Engst)—No report necessary

- January Footnotes didn't happen for lack of anything to say; February Footnotes can cover Super Frosty Loomis and the FLRC Challenge.

Membership (Adam Engst)—No report necessary

- [Members](#): 384 members, down from 654 at this time last year
- Memberships: 233 memberships, down from 400 last year
- [Breakdown](#): 168 individual, 215 family members

Group Runs (Heather Cobb)

- No activity on which to report

Philanthropy (Mickie Sanders-Jauquet)

- No activity on which to report.

Equipment (Gary McCheyne)

- No activity on which to report.

Upcoming Board Meeting Dates

- Mar 10, 2021
- April 14, 2021
- May 12, 2021
- June 9, 2021
- July 14, 2021
- Aug 11, 2021
- Sep 8, 2021
- Oct 13, 2021
- Nov 10, 2021
- Dec 8, 2021

Race Name	Super Frosty Loomis
Race Date	Feb 06, 2021
While you're thinking about dates, what date do you anticipate your race being next year so we can make the calendar without asking you again?	Feb 05, 2022
Race Director(s)	Eric Sambolec, David Kania
Number of Runners (Preregistered, Day-of-Race, and Total)	Prereg: 10k=27, 5K=12. Actual runners 10k=25, 5k=11. No Day of Registrations
Race Income (Preregistered + Day-of-Race = Total)	Preregistration \$555 - \$85 snowshoe rentals = \$470
List of Volunteers (Name and email address)	tonya@tidbits.com Adam Engst ace@tidbits.com Joel Cisne joelorama@gmail.com sandygregorich@hotmail.com Martin Moravek mm129@cornell.edu Regina Moravek Melissa Wallace melissakuo@gmail.com Gretchen C. Gilbert gcg4@cornell.edu WSAR, Jason Baleno line.officers@wsar.org
Notable Performances	1st place, Eric Sambolec, 6th in a row; Amelia Kaufman, 3rd in a row. 5K, 1st place, 1st time runner Michela Meister
Publicity	Facebook, American Trail Running Assoc calendar, USSSA calendar No posters were made. Due to the registration cap we did not put much effort into marketing since we were fairly confident the space would fill up.
Weather	Sunny, mid 20s, plenty of snow. we had a good snowfall throughout the week and had a 2' ave depth on the trail.
Food	none
Awards	socks from FLRC & thermoses We're thinking of wood engraved stuff next year with new logo
Supplies and	We used two tables for registration and snowshoe handout. cones for starting line, FLRC flags. Safety pins

Personnel	I forgot to get cones from Gary, but Adam had some he brought One more volunteer(two total) to help with parking next year.
Problems	Some snowmobilers were unaware of race & complained, next year we should notify their club Parking continue to be a challenge. We filled the parking lot and parked a few cars on the Hammond hill road.
Overall Impressions	I think it went as well as it could considering the circumstances. There were lots of smiles during and after the race. Some people were disappointed we did not have soup at the finish like previous years and we not planning to post race party at the Hotel. Overall people seems understanding about the changes for this year.
Comparison with Last Year	Smaller number of entries due to registration cap. No post-race party. Plenty of snow to enjoy.
Changes	The race was capped at 40 entries total to stay under our 50 person state limit. No past race food or party.
Next Year	Notify all local use groups(including snowmobiles) , get merchandise done early, look into possibility of grooming & more parking/shuttles.

This PDF is generated with the [Google Forms Notification](#) add-on.

To generate customized PDFs from Google Forms, download [Document Studio](#) ([video demo](#)).

These messages are not added in the [premium version](#).



Responsible official: Compliance Officer

Type of policy: Governance

Applicable to: Board of Directors, Race Directors, Key Persons

Originally issued: February 10, 2021

Last updated:

ETHICS POLICY

1. REASON AND PURPOSE FOR THIS POLICY

The Finger Lakes Runners Club seeks to conduct its activities in an ethical manner because it is both the right thing to do and because doing so will promote confidence in the club, sport, and relationships that make running a desirable fitness activity.

This policy describes the key areas in which ethical concerns should be incorporated into the club's decision making.

2. DEFINITIONS

Ethics: The moral principles that govern a person's behavior or the conduct of an activity, at the individual, organizational, and societal levels.

Key Person: Any person deemed by the Board of Directors to be essential to the operation of the club and the club's events.

3. RESPONSIBILITIES

All members of the Board of Directors, race directors, and key persons must sign the accompanying Ethics Statement, which confirms that they have read and understood the key areas where ethical considerations intersect with decision making.

The FLRC Compliance Officer is responsible for ensuring that everyone who must sign an Ethics Statement does so. Signed Ethics Statements will be archived with other club records.

4. PROCEDURES

Every member of the Board of Directors, race director, and key person must read and sign the club's Ethics Statement.

5. FORMS

FLRC Ethics Statement (See Appendix)

6. RELATED INFORMATION

FLRC Whistleblower Protection Policy

FLRC Conflict of Interest & Confidentiality Policy

[New York State Office of Attorney General Charities Bureau](#)

APPENDIX

Finger Lakes Runners Club

Ethics Statement

Approved by the Board of Directors February 10, 2021

Each year, FLRC Board members, race directors, and key persons are asked to read and sign this Ethics Statement. Please return the signed form to the FLRC Compliance Officer.

When acting or making decisions on behalf of the Finger Lakes Runners Club, members of the Board of Directors, race directors, and key persons agree to:

- Be honest and ethical in their conduct, including ethical handling of actual or perceived conflicts of interest that may benefit an individual at the expense of the FLRC.
- Comply with applicable laws, rules, and regulations governing the organization.
- Deal fairly and transparently with club members, sponsors, volunteers, and the general public. Expectations should be clearly expressed and communicated.
- Provide information that is accurate, objective, relevant, timely, and understandable. Proactively promote ethical behavior as a responsible partner among peers in the club's activities.
- Protect and ensure the proper use of club assets.
- Prohibit improper or fraudulent influence over any external audits.
- Adhere to the FLRC Whistleblower Protection Policy, and address reports of impropriety in a timely, professional fashion.

- Adhere to the FLRC Conflict of Interest & Confidentiality Policy. Keep confidential matters that are discussed in executive sessions of the Board confidential. Matters discussed in open session, which are determined by the Board to be confidential, proprietary, sensitive, or valuable, may be disclosed to others only when authorized by the FLRC President. Documents marked confidential or “for internal use only” shall not be given to unauthorized persons.
- Behave in a way that is consistent with the FLRC Diversity Statement.
- Listen attentively and respectfully to the views of others pertaining to matters of club governance and activities when those matters are up for discussion, with the aim of fostering an environment conducive to free and open discussion. Once the Board has made a decision on some matter, members of the Board of Directors, race directors, and key persons agree to cooperate with that decision and to do nothing to undermine it.

I have read and agree to the above FLRC Ethics Statement.

Printed name:

Signature:

Date:



Responsible official: Compliance Officer

Type of policy: Governance

Applicable to: Board of Directors, Race Directors, Key Persons, General Public

Originally issued: February 10, 2021

Last updated:

PRIVACY POLICY

1. REASON AND PURPOSE FOR THIS POLICY

The Finger Lakes Runners Club (FLRC) places a high priority on protecting the privacy of its members and everyone the club serves. This privacy policy demonstrates FLRC's commitment to privacy and explains what types of information FLRC collects from club members and the general public, how we use this information, and what steps we take to protect this information. This policy also fulfills certain legal requirements related to protecting personally identifiable information or data.

2. DEFINITIONS

Non-affiliated or third-party entity: Any entity that is not an affiliate of, or related by common ownership with FLRC. Non-affiliated and third-party entities with which FLRC has a relationship include:

- | | |
|-------------------|--|
| • Amazon S3 | Provides cloud-based backup and recovery |
| • DigitalOcean | Provides hosting the FLRC Forum |
| • DirectAthletics | Provides race registration services for track meets |
| • Discourse | The software behind the FLRC Forum |
| • DreamHost | Internet service provider for FLRC's DNS and email traffic |
| • RunSignUp | Provides FLRC membership management and race registration services |

- Square Enables credit card sales of FLRC merchandise
- Stripe Processes electronic payments for Webscorer registrations
- UltraSignup Provides race registration services
- Webscorer Provides race registration and timing services
- WordPress Content management system for the FLRC website
- WPEngine Provides hosting for the FLRC website

FLRC Compliance Officer: An individual, appointed by the Board of Directors, to oversee the club's compliance with applicable laws, regulations, and ethical standards.

California Consumer Privacy Act (CCPA): A California state law intended to enhance privacy rights and consumer protection for residents of California.

Children's Online Privacy Protection Act (COPPA): A US federal law that gives parents control over what information websites can collect from their children and protects the privacy of minors.

General Data Protection Regulation (GDPR): A European Parliament law with provisions that require businesses to protect the personal data and privacy of European Union (EU) citizens.

Personal Data (GDPR): Any information relating to an identified or identifiable natural person ("data subject"); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

3. RESPONSIBILITIES

The FLRC Compliance Officer is responsible for reviewing this policy on a regular basis and responding to communication regarding privacy issues.

Members of the Board of Directors, race directors, and key persons are required to adhere to this policy in all FLRC matters.

4. PROCEDURES

FLRC collects information, including personally identifiable information and personal data, in electronic and written form, in the course of conducting a wide array of activities

in support of its mission. The manner and method by which information is collected is fully disclosed in the FLRC Privacy Notice (see Appendix) which shall be updated from time to time. The Privacy Notice explains what information is collected, why it's collected, how it is used, and what steps FLRC takes to protect such information from unauthorized use. The Privacy Notice is made publicly accessible on the FLRC website.

5. FORMS

FLRC Privacy Notice (see Appendix)

6. RELATED INFORMATION

[Children's Online Privacy Protection Act \(COPPA\)](#)

[California Consumer Privacy Act \(CCPA\)](#)

[European Union General Data Protection Regulation \(GDPR\)](#)

APPENDIX

Finger Lakes Runners Club Privacy Notice

Our goal with this privacy notice is to provide transparency into the data-related aspects of FLRC operations. If you have any questions about this notice, please contact the [FLRC Compliance Officer](#).

The main sections of this document are:

- What Data We Collect, Why We Collect It, and How We Use It
- Use by Minors
- How We Store and Protect Your Data
- Transfer of Data
- How Long We Retain Your Data
- Whom We Share Your Data With
- When We Disclose Data
- Links to Other Sites
- Your Data Protection Rights
- Changes to This Privacy Notice

What Data We Collect, Why We Collect It, and How We Use It

We collect certain data about you when you use our services or provide information to us directly. In general, we use your data to:

- Provide and maintain our services
- Notify you about changes to our services
- Allow you to participate in interactive features of our services
- Allow you to register for and participate in our in-person events
- Provide technical support
- Provide analysis or information that will help us improve our services
- Monitor the usage of our services

- Detect, prevent, and address technical issues

The data we collect falls into three categories: personal data, usage data, and tracking and cookie data.

Personal Data

Personal data includes a wide variety of information about you as an individual. In nearly all cases, you provide this information to us while signing up for club membership, registering for a race or other event, participating in the FLRC Forum, purchasing club merchandise, or by being present at an FLRC event.

First and Last Name

We collect your first and last name when you join the club via RunSignUp and when you sign up for any FLRC race or other event using Webscorer, DirectAthletics, RunSignUp, or UltraSignup. Although the FLRC Forum does not require that you provide your real name when you sign up for an account, it does attempt to collect that information. If you purchase merchandise from us using Square, we may also collect your name as part of that transaction.

Nothing prevents you from providing a pseudonym in most of these situations, but we cannot guarantee that your real name will not end up in our records if it is connected to an account at one of these sites.

Do note that if you use a pseudonym when registering for races, your race results will appear under that pseudonym instead of your real name. That may be unacceptable should you wish to use them as proof of qualification for a higher level race or team membership.

Date of Birth and Age

We collect your date of birth or age (or we calculate your age from the date of birth) when you join the club via RunSignUp and when you sign up for any FLRC race using Webscorer, DirectAthletics, RunSignUp, or UltraSignup.

Age-related information is necessary in our competitive events where we award prizes based on age group. If you do not wish to share your date of birth or age, you may enter incorrect data; however, you must inform the race director that you are therefore ineligible for any age-based prizes.

We also use date of birth to assign people to age-based teams in certain competitive events, such as the Pete Glavin Cross Country Series. If you wish to compete in such events, you must provide an age that's accurate to within a 10-year age group.

Sex or Gender

We collect your sex or gender when you join the club via RunSignUp and when you sign up for any FLRC race using Webscorer, DirectAthletics, RunSignUp, or UltraSignup. When signing up for races in Webscorer and RunSignUp, you may opt for "Other." At the moment, you can merely opt out of the question when signing up for the club in RunSignUp, and UltraSignup does not currently provide options beyond Male and Female or let you opt out of the question.

As with age, sex or gender is required to identify individuals who are eligible for prizes. Those who opt out of the question or choose "Other" will not be eligible for prizes, and if it's a concern to that individual, they should alert the race director to the possibility before the race to avoid public notification.

Photos and Videos

For some of our events, FLRC arranges for a photographer or videographer to be present and take photos and videos of the event. When you register for an event, you agree to the waiver that includes this text: "I further grant permission to all of

the foregoing to use any photographs, motion pictures, recordings or other record of this event for any legitimate purpose.”

We may use such photos and videos to document the event, promote future versions of the event, or in club communications and publications.

If a photo or video of you or your child is used on an FLRC site, we will remove it at your request.

Clothing Size

When you purchase items of clothing or sign up for clothing that’s included in a race or event registration, you must provide us with your clothing size. We need this information to provide you with items that fit.

If you don’t wish to provide this information, don’t purchase or sign up for clothing through online registration forms. Some FLRC clothing may be available for purchase in person at club events, where your choice of size would not be connected with your name in our records.

Race Results

Our timing systems are designed to generate results from running events, associating event times with people, generally including name and age, and sometimes hometown. This information is usually considered to be essential to the running of a race in that all participants should be able to see how they performed in comparison to all other participants.

We may publish this information on paper at races, on the FLRC website after the race, on social media, and in submissions to local and industry news outlets and publications. Results also often appear on the site associated with the timing system we use, be it Webscorer, RunSignUp, or UltraSignup, along with various result aggregation sites like [Athlinks](#).

In unusual circumstances made upon direct request, we will anonymize or remove the results for a runner from the FLRC website, although our ability to do that on the timing system sites may be limited. In general, if you don't want your race results to be public, don't run public races.

Email Address

We collect your email address when you join the club via RunSignUp and when you sign up for any FLRC race using Webscorer, DirectAthletics, RunSignUp, or UltraSignup. Although the FLRC Forum does not require that you provide an email address to read posts, it does request your email address when you sign up for an account. If you purchase merchandise from us using Square, we may also collect your email address as part of that transaction.

In each of these cases, we collect your email address to make it possible to communicate with you about club business, race and event details, and to enable email notifications of FLRC Forum posts. The email address may also serve as your username when logging into any of these sites.

You can unsubscribe from any list-based mailings using an Unsubscribe link at the bottom of the message.

Mailing Address and Phone Number

We collect your mailing and address and phone number when you join the club via RunSignUp and sometimes when you sign up for FLRC races using Webscorer, DirectAthletics, RunSignUp, or UltraSignup.

We use this information in the event that we need to contact you before or after the race, such as to verify your location if you left a course without checking in, to mail a prize, or in the event of COVID-19 contact tracing.

Emergency Contact and Phone Number

We collect the name and phone number of your emergency contact when you sign up for any FLRC race using Webscorer, DirectAthletics, RunSignUp, or UltraSignup.

We use this information in the unlikely event that something happens to you during an FLRC race such that we need to get in touch with your emergency contact.

Credit Card Data

When you join the club via RunSignUp or sign up for a race or other event requiring payment via Webscorer, DirectAthletics, RunSignUp, UltraSignup, you must provide your credit card billing details for payment. Similarly, if you purchase merchandise from FLRC via Square, you may need to provide credit card details.

In no case does FLRC know or maintain your full credit card number, just the last four digits in some cases.

Although paying for race and event registration via credit card is usually not optional, on occasion a race director may allow payment by cash or check at bib pickup. All in-person merchandise purchases may also be made using cash or check. Donations made to FLRC may also be made using cash or check, and the associate information will be treated in the same way as race registration details unless you request otherwise.

Membership Status and History

By virtue of being an FLRC member, RunSignUp records the current status and length of your membership.

We use this information when sending email to club members via RunSignUp.

Profile Picture, Email Address, Bio, Hometown, Home Page, Posting History

When you create an optional account on the FLRC Forum, the Discourse software provides the opportunity for you to enter personally identifying information in your account. This information is not required, and you may remain as anonymous or pseudonymous as you like. When you create posts on the FLRC Forum, all this information is linked to the post (and vice versa).

If you choose to provide this personal information, Discourse uses it to create a publicly accessible profile page for you. Similarly, Discourse maintains a complete list of everything you've posted on the forum.

Surveys and Contests

We may give FLRC members and other local runners the opportunity to participate in surveys or contests on occasion. In all cases, participation will be voluntary. If a survey asks for personal information, answering those questions will be optional. For contests, contact information is necessary to notify winners and award prizes.

Volunteer Information

Members of the FLRC Board of Directors, race directors, key persons, and some volunteers may have their name, address, fax number, phone number, and email address listed both on the FLRC website and in print for contact purposes. These people agree to have their contact information made available in this way, unless requested otherwise. FLRC is required to share contact information on all FLRC officers with the Internal Revenue Service.

Some individuals may have their biographies posted on the FLRC website or otherwise published by FLRC. These people agree to have certain information about them communicated to the public, including, but not limited to, name, home city and state, age, educational background, etc.

Usage Data

We collect access log information to prevent fraud and potential unauthorized access to your personal information, ensuring the technical availability and security of our services. The servers that host our services may record requests your device makes, the details on which device and browser you use, your IP address, date and time of access, and operating system. This data is used only to ensure the proper functioning and security of our services and to investigate possible security incidents. For more details on how we manage this data, see “How We Store and Protect Your Data” below.

We also record but do not share information about search queries on the FLRC Forum to better understand how people use our search features. This data cannot be associated with any particular user unless the query terms themselves include personally identifiable information.

Tracking and Cookie Data

Like nearly all websites, ours rely on cookies to provide and personalize our services. A cookie is a small piece of text sent to your browser by a website you visit. We use cookies as minimally as possible, but some of the software we use to power our sites requires the use of cookies, as outlined below.

You can generally activate or deactivate the use of cookies through settings built into your Web browser. Disabling cookies may impact your experience of using our sites.

WordPress

The WordPress content management system that we use for the FLRC website sets several cookies for the small number of volunteers who need accounts to help manage the site. If you visit our login page, we set a temporary cookie to determine whether your browser accepts cookies. This cookie contains no

personal data and is discarded when you close your browser. When you log in, we will also set up several cookies to save your login information and your screen display choices. Login cookies last for 2 days, and screen display cookies last for 1 year. If you select the Remember Me checkbox, your login will persist for 2 weeks. If you log out of your account, the login cookies will be removed. WordPress provides [more information about its cookies](#).

Discourse

The Discourse software we use for the FLRC Forum relies on cookies to provide the service. [A full list of cookies used by Discourse](#) is available, complete with what each cookie does and when it expires.

Use by Minors

We do not allow individuals under the age of 18 to register for or participate in our events without the approval of a parent or guardian. We do not knowingly solicit or attempt to collect information from any children 13 and under. However, parents or guardians who are maintaining FLRC family memberships or registering their children for races may be providing information about children under 13.

Parents or guardians who believe that we hold information about their children aged 13 and under may contact the [FLRC Compliance Officer](#) if they wish to have it anonymized or removed.

How We Store and Protect Your Data

Our member, user, and runner databases can be accessed by only a few key FLRC staff and are well protected against theft, tampering, and misuse (electronic or otherwise).

Participating in discussions in our Discourse-based discussion system for the FLRC Forum may reveal information such as your name and email address, along with any other information you include in posts. This information could be

collected by a third party. You should consider any discussion list to be a public forum and exercise caution in disclosing any personal information.

All communication with our website is secured with HTTPS, which is currently industry best-practice against eavesdropping by third parties. Your passwords are stored using asymmetric encryption so they cannot be read by FLRC volunteers or anyone else.

For the most part, however, we store your data on secure cloud-based servers run by other companies.

- The main FLRC website is hosted at [WPEngine](#).
- The FLRC Forum is hosted at [DigitalOcean](#), with backups stored at [Amazon S3](#). The FLRC Challenge leaderboard is also hosted at DigitalOcean.
- All fingerlakesrunners.org DNS traffic and email goes through [DreamHost](#).
- The FLRC membership database is hosted at [RunSignUp](#), and membership payments go through RunSignUp.
- Race registrations are managed by [Webscorer](#), [Direct Athletics](#), RunSignUp, and [UltraSignup](#).
- For some merchandise sales, we rely on [Square](#). RunSignUp and UltraSignup manage payments internally; Webscorer payments are handled through [Stripe](#).

Refer to those companies' privacy policies for how they protect access information that's available to their support staff.

Transfer of Data

In the course of normal operations, your information, including personal data, will be transferred to—and maintained on—our servers. Those servers may be located outside of your state, province, country, or other governmental jurisdiction where the data protection laws may differ from those of your jurisdiction.

If you are located outside the United States and choose to provide information to us, please note that we transfer the data, including personal data, to the United States and process it there. Your submission of such information represents your agreement to that transfer.

FLRC will take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this privacy notice, and no transfer of your personal data will take place to an organization or a country unless there are adequate controls in place to protect the security of your data and other personal information.

How Long We Retain Your Data

The majority of the cookies we use are session cookies, which are deleted at the end of your session. Some cookies have a longer expiration time (see “Tracking and Cookie Data,” above).

If you register an account on the FLRC Forum, we store the personal information you provide in your user profile indefinitely. All users can see, edit, or delete their personal information at any time. Similarly, if you create a post on the FLRC Forum, it is retained indefinitely.

You may delete your FLRC Forum account and posts at any time, or ask us to do so. However, usage data such as Web logs may persist for an indefinite time, and payment data stored at other sites may be retained longer in accordance with the privacy policies of those sites.

Data transferred to third-parties such as WebScrover, DirectAthletics, RunSignup, UltraSignup, and Square may be retained after you delete your FLRC Forum account.

Whom We Share Your Data With

As previously noted, we share data with Webscorer, DirectAthletics, RunSignUp, UltraSignup for club membership, race registration, and membership and registration payments. We also share data with Square for merchandise sales.

We don't share any other data with anyone. In particular, we never share our club membership list with any other organization.

When We Disclose Data

FLRC may disclose your personal data in the good faith belief that such action is necessary to:

- Comply with a legal obligation
- Protect and defend the rights or property of FLRC
- Prevent or investigate possible wrongdoing in connection with our services
- Protect the personal safety of users of our services or the public
- Protect against legal liability

Aggregate information (such as the total number of subscribers) may be discussed in FLRC publications, used to promote FLRC, or disclosed to FLRC sponsors.

Links to Other Sites

Our services contain links to many other sites that we don't operate. If you click a third-party link, you will be directed to that third party's site. If you are concerned about what those sites may do with your information, we advise you to review their privacy policies. We have no control over and assume no responsibility for the content, privacy policies, or practices of any third-party sites or services.

Your Data Protection Rights

If you have an account on the FLRC Forum, you can request to receive an exported file of the personal data we hold about you, including any data you have provided to us. You can also request that we erase any personal data we hold about you. This does not include any data we are obliged to keep for administrative, legal, or security purposes.

If you are a resident of the European Economic Area, you have the following data protection rights under the General Data Protection Regulation (GDPR):

- If you wish to access, correct, update, or request deletion of your personal information, you can do so at any time by emailing the [FLRC Compliance Officer](#).
- You can object to the processing of your personal information, ask us to restrict the processing of your personal information, or request portability of your personal information. Again, you can exercise these rights by emailing the [FLRC Compliance Officer](#).
- You have the right to opt-out of email communications we send you at any time. You can exercise this right by clicking the Unsubscribe link in the email we send you.
- We only collect and process your personal information with your consent and you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect the processing of your personal information conducted in reliance on lawful processing grounds other than consent.
- You have the right to complain to a data protection authority about our collection and use of your personal information. For more information, please contact your local data protection authority.

We respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection laws.

Changes to This Privacy Notice

We may modify this privacy notice from time to time. If we believe the changes materially impact the privacy of your personal data, we will alert you via email and/or a prominent notice on our website. We encourage you to review this privacy notice periodically for any changes.

Diversity Statement

Approved February 10, 2021

Updated tagline for the website

The Finger Lakes Runners Club is an all-volunteer, nonprofit organization focused on promoting physical fitness and health through running. Based in Ithaca and drawing members from all over the Finger Lakes region, our club is dedicated to the love of running, as a sport and as a way of life — for fun, for fitness, for camaraderie, and for every person regardless of ability, age, ethnicity, gender, nationality, race, religion, or any other demographic. We hope you'll come run with us!

Diversity Statement for a page on the website

The Finger Lakes Runners Club welcomes runners of all races, ethnicities, and gender identities at our running events and races. However, we recognize that some groups are underrepresented at our events and that this is a result of broader ideas, policies, and structures embedded deep within our culture. We believe that running is a sanctuary accessible to all people, and it's heartbreaking that this is not always true for BIPOC (Black, Indigenous, and People of Color) runners.

We acknowledge that condemning racist actions and passively welcoming diverse participants is not enough, and that we must take action to make our events better reflect the diversity in our community. We have thus formed the FLRC Diversity Committee, where we are working to encourage underrepresented groups to join our running community and participate in our events.

We are continually working to improve, but here are some points we'd like to highlight:

- We encourage all people, regardless of ability, age, appearance, body type, educational background, ethnicity, gender, gender expression or identity, marital status, nationality, political affiliation, race, religion, or any other demographic, to participate in our events.
- To the extent possible, we will attempt to accommodate athletes with disabilities at our events. If you have an accommodation request, please contact the race director in advance.
- We support diverse community groups in our philanthropy efforts.
- Our races and memberships have affordable prices.

- We hold competitive and non-competitive events, where all runners are welcome to enjoy a safe and inclusive environment.
- We publish explanations of what to expect for those attending our races for the first time.
- We encourage runners to register using their gender identity; a non-binary option is also available.
- We do not tolerate any forms of harassment or microaggressions by race directors, volunteers, participants, or spectators of our events. If you witness or experience any form of harassment, please reach out to the director of the event, or if you are not comfortable, to the FLRC Compliance Officer or a member of the Board of Directors.

Finally, we encourage input into our efforts to improve diversity. Members of the community are always welcome to attend meetings of the Diversity Committee or to participate in the committee on a regular basis. Contact the chair of the Diversity Committee at diversity@fingerlakesrunners.org for more details.

Anti-Harassment

We expect all FLRC members, participants, volunteers, and spectators to be respectful of others at our events and in the community. FLRC will not tolerate any harassment or inappropriate actions based on any aspect of an individual's identity at our events. This includes unwelcome jokes or comments, cyber-bullying, exclusionary or intimidating behavior and language, requests of a sexual nature, or any other inappropriate behavior. It is the responsibility of anyone who experiences or witnesses inappropriate behavior to report it to the FLRC Compliance Officer at compliance@fingerlakesrunners.org or through [a confidential Web form](#) that accepts anonymous reports. Violating our behavioral standards may result in sanctions including revocation of membership without refund or bans from future FLRC events.