

# US Olympic and Paralympic Committee Policy



**Policy Name:** Sports Integrity Policy

**Publication Date:** June 17, 2025

**Policy Owner:** Chief Ethics and Compliance Officer

**Applies to:** USOPC Board Members, Committee

Members, Staff, Select Volunteers, Credentialed Personnel, and NGBs

**Purpose:** To build on the principles outlined in the USOPC’s Code of Conduct and its Speak Up Policy, the Sports Integrity Policy defines the USOPC rules, regulations, and standards of conduct related to sports betting and competition manipulation.

**Policy Statement:** Sports betting activity and the manipulation of competitions associated with Olympic and Paralympic competitions pose a serious threat to the integrity of the Olympic and Paralympic Movement, its sports, its competitors, and global sporting competitions. To protect against corrupt influences, the USOPC has developed this Sports Integrity Policy to maintain and uphold the integrity of Delegation Event competitions and the competitions used to qualify for Delegation Events, and to prevent misconduct relating to those competitions.

The USOPC follows the International Olympic Committee Code of Ethics (the IOC Code of Ethics), which is a framework of ethical principles based upon Olympic values and principles and states that “[a]ll forms of participation in, or support for betting related to the Olympic Games, and all forms of promotion of betting related to the Olympic Games are prohibited.”<sup>1</sup> In addition, the IPC Code of Ethics requires that all members of the Paralympic Family<sup>2</sup> must “[a]bstain from participating in, supporting, or promoting betting related to the Paralympic Games or any other IPC sanctioned event.”<sup>3</sup>

Further, the USOPC follows the Olympic Movement Code on the Prevention of the Manipulation of Competitions, which states that “[p]articipants . . . must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play[,] or show unsporting conduct.”<sup>4</sup>

## I. Applicability

Although this Policy strictly applies to all Covered Individuals, all individuals associated with or who have information related to Protected Competitions, USOPC-Sponsored Events, and any event where the USOPC officially designates entrants as required by competition organizers (e.g., Junior Pan American Games) should be aware of the standards of conduct outlined in this Policy. Further, NGBs are responsible for applying the provisions of this policy to their staff, volunteers, and athletes. The application of this policy to Internally Managed Sport athletes and athletes

<sup>1</sup> See IOC Code of Ethics at 17.

<sup>2</sup> Paralympic Family is defined as “a person who accepts and assumes a function in the IPC, or in association with the IPC, regardless whether it is a voluntary or paid position, elected or appointed, an athlete or team official.” IPC Code of Ethics at 2.

<sup>3</sup> See IPC Code of Ethics at §1.10.

<sup>4</sup> IOC Code of Ethics, Article 10. The Olympic Movement Code on the Prevention of the Manipulation of Competition is incorporated by reference into this Policy.

# US Olympic and Paralympic Committee Policy

named to Delegation Events or other events where the USOPC officially designates entrants as required by competition organizers, will be addressed in athlete agreements and / or Delegation Event Terms.

## II. Definitions

- A. **Covered Individuals:** USOPC Board of Directors and Committee members, USOPC Team Members, Credentialed Personnel, Prospective Credentialed Personnel, and Select Volunteers. These categories of individuals may have access to Inside Information and / or may participate in activities that may affect the actual or perceived integrity of Protected Competitions, USOPC-Sponsored Events, or any event where the USOPC officially designates entrants as required by competition organizers.
- B. **Credentialed Personnel:** Individuals who receive Delegation Event or USOPC-Sponsored Event credentials.
- C. **Inside Information:** Any material non-public information that a person possesses by virtue of their position, relationship, or access to a Protected Competition, USOPC-Sponsored Event, or any event where the USOPC officially designates entrants as required by competition organizers that could be used in connection with Sports Betting Activity, including but not limited to information about competitors, team strategies, performance capabilities health status, and equipment modifications. This excludes information that is already published, common knowledge, easily accessible to interested members of the public, or disclosed in accordance with the rules and regulations governing the competition.
- D. **Prospective Credentialed Personnel:** Individuals who have been preliminarily selected to receive Delegation Event or USOPC-Sponsored Event credentials, or credentials for any event where the USOPC officially designates entrants as required by competition organizers.
- E. **Protected Competitions:** The term Protected Competition has the same meaning as USOPC Bylaws Section 1.3(x). Specifically, Protection Competitions include Delegation Events<sup>5</sup> and Qualifying Competitions.<sup>6</sup>
- F. **Proposition Betting:** Wagering on particular aspects or details associated with a Protected Competition, a USOPC-Sponsored Event, any event where the USOPC officially designates entrants as required by competition organizers, or the individuals affiliated with those competitions. For example, betting on a tennis player winning 2 sets to 1 versus betting on the overall outcome of the match.
- G. **Select Volunteers:** Delegation Event and USOPC-Sponsored-Event volunteers, and volunteers for any event where the USOPC officially designates entrants as required by competition organizers.

---

<sup>5</sup> USOPC Bylaws, Section 1.3(l).

<sup>6</sup> USOPC Bylaws, Section 1.3(z).

## US Olympic and Paralympic Committee Policy

- H. **Sports Betting Activity:** Staking or risking anything of value, financial or otherwise, on the occurrence of an uncertain sports-related outcome with the intent or expectation of winning additional money or something of value in return regardless of the location in which the sporting event takes place or in which the wager is placed. This definition includes a wide range of activities including those available in any gaming facility, casino, lottery facility, racetrack facility, or on the internet or electronically (e.g., fantasy sports leagues, Draft Kings, FanDuel), as well as Proposition Betting, sports event contracts, and event futures trading.
- I. **Subject of an Integrity-Related Investigation or Disciplinary Proceeding:** Any individual who has been informed by a sporting organization that his or her conduct is being reviewed or investigated as having potentially violated the IOC's Code on the Prevention of Manipulation of Competition, the USOPC's Sports Integrity Policy, or that sport organization's sport integrity policies.
- J. **USOPC-Sponsored Events:** This term refers to Internally Managed Sport competitions that are run and managed by the USOPC's Internally Managed Sport department.
- K. **USOPC Team Members:** For purposes of this Policy, the term USOPC Team Members applies to anyone on USOPC payroll or employed through a temporary staffing agency (i.e., Adecco).

### III. Standards of Conduct

The below standards of conduct related to Sports Betting Activity apply to all Covered Individuals with the purpose of preventing betting-related manipulation and corruption, or perceived manipulation, relating to competitions in which the USOPC may be involved.

#### A. *Illegal Betting*

1. Covered Individuals may not engage or attempt to engage – nor instruct, ask, permit, cause, or enable other individuals or entities to engage or attempt to engage – in any form of illegal Sports Betting Activity relating to *any* sport or event. Such activities include, but are not limited to, placing bets with illegal or unlicensed bookmakers (e.g., placing bets themselves and/or placing bets on behalf of or through a third party), operating an illegal or unlicensed bookmaker, or facilitating illegal or unlicensed bookmaking activity.
2. Because legal betting markets vary from state to state and from country to country, Covered Individuals are responsible for being aware of and understanding the sports betting laws and regulations in any jurisdictions in which they reside, compete, or travel.

#### B. *Wagering on Protected Competitions, USOPC-Sponsored Events, and Other Competitions*

1. Covered Individuals shall not engage or attempt to engage, in any legal or illegal Sports Betting Activity related in any way to any Protected Competition, USOPC-

## US Olympic and Paralympic Committee Policy

Sponsored Events, or any event where the USOPC officially designates entrants as required by competition organizers.

2. Covered Individuals shall not instruct, ask, permit, cause, or enable other individuals or entities to engage, or attempt to engage, in any form of legal or illegal Sports Betting Activity related in any way to any Protected Competition, any USOPC-Sponsored Events, or any event where the USOPC officially designates entrants as required by competition organizers.<sup>7</sup>
3. Covered Individuals shall not engage in Sports Betting Activity relating to multi-sports bets (often known as “parlays”) that combine betting on Protected Competitions or any event where the USOPC officially designates entrants as required by competition organizers with other sporting competitions, e.g., combining bets that the United States wins in the first round of women’s soccer at the Olympic Games and that the United States boy’s under-17 team also wins in the first round of an under-17 international tournament.
4. Covered Individuals may engage in legal Sports Betting Activity related to competitions that do not fall within the definition of a Protected Competition, are not a USOPC-Sponsored Event, or are not an event where the USOPC officially designates entrants as required by competition organizers. For example, a USOPC Team Member may place legal bets on NHL games, but they may not engage or attempt to engage in legal or illegal betting, or ask, permit, cause, or enable other individuals or entities to engage, in legal or illegal betting on any sport included in any Olympic or Paralympic Games, including ice hockey or sled hockey.

### *C. Event Manipulation*

1. Covered Individuals may not influence, manipulate, or attempt to influence or manipulate any Protected Competition, USOPC-Sponsored Event, or any event where the USOPC officially designates entrants as required by competition organizers in any way such that the outcome or any other aspect of the competition is determined (in whole or in part) by anything other than the competitors’ merits. Covered Individuals will be in violation of this Policy even if their attempts to influence or manipulate are unsuccessful, and regardless of whether there is any financial or non-financial benefit.
2. Covered Individuals may not request or instruct others to influence or manipulate any Protected Competition, USOPC-Sponsored Event, or any event where the USOPC officially designates entrants as required by competition organizers in any way that the outcome or any other aspect is determined (in whole or in part) by anything other than the competitors’ merits. Covered Individuals will be in violation of this Policy even if their requests or instructions do not result in successful manipulation, and regardless of whether there is any financial or non-financial benefit.

---

<sup>7</sup> For clarity, it will not be a violation of this policy if a Covered Individual provides sports-related predictions (e.g., in the context of a promotional campaign), provided it is clear in context that such predictions are not specifically intended to encourage Sports Betting Activity.

## **US Olympic and Paralympic Committee Policy**

3. Covered Individuals may not accept a sporting advantage they know or have reason to believe is the result of a violation of this or any other applicable integrity-related policy.

### *D. Gifts and Bribery*

1. Covered Individuals may not be involved with, either directly or indirectly, offering, giving, accepting or receiving a bribe, gift or any type of consideration, financial or otherwise, that could directly or indirectly result in the improper influencing or manipulation of any Protected Competition, USOPC-Sponsored Event, or any event where the USOPC officially designates entrants as required by competition organizers in any way.

### *E. Inside Information*

1. Covered Individuals may not request or disclose, directly or indirectly, any Inside Information to any individual that does not have a legitimate need to know such non-public information. Examples of such non-public information include, but are not limited to, injury or health information, competitive strategy, and training or coaching details.
2. For the avoidance of doubt, Covered Individuals are expected to understand that sharing information on social media may reveal Inside Information that can be used for betting purposes and therefore should not share any non-public information through social media, which may include any of the examples listed above.
3. Covered Individuals may violate the Inside Information provision of the Policy when they know or reasonably should know that the non-public information in question could potentially be used for the purpose of Sports Betting Activity.

### *F. Mandatory Reporting*

1. Reporting

Covered Individuals must immediately report suspected or known violations of this Policy to the USOPC through the [USOPC's Integrity Portal](#) or by calling the USOPC Integrity Line at 877-404-9935. Reports may also be made to the [IOC Integrity Hotline](#) or to the [IPC Whistleblower Channel](#). If circumstances make such communication impractical, reports may be made to any USOPC team member, including the USOPC Chief Ethics and Compliance Officer and Ethics Director. Reports must be made in good faith, meaning that the reporting party has some basis to believe there may be a violation of this Policy.

Failing to report any suspected or known violations of this Policy will be deemed a violation of this policy and may be subject to discipline.

#### *2. Obligation to Cooperate*

Covered Individuals must provide prompt cooperation and participate in any investigation of a suspected violation of this Policy. Covered Individuals must participate in a request for an interview within a reasonable time period of the request. Reasonableness will be determined by

## **US Olympic and Paralympic Committee Policy**

the investigating entity but will take into account competition-related requirements. Beyond participation in any interview, cooperation may include the provision of communications, financial records, and other types of documentation. Covered Individuals are also prohibited from obstructing or delaying any investigation. Obstruction or delay includes concealing, tampering with, destroying, damaging, disabling, or otherwise altering any documentation or other physical evidence, and intimidating or attempting to influence any witness, either directly or through a third party.

Obstruction of an investigation and/or the failure to cooperate with an investigation will be deemed violations of this Policy and may subject an individual to disciplinary action.

### **3. *No Retaliation***

The USOPC does not tolerate retaliation against anyone who makes good faith reports of possible ethical, policy, or legal violations, or who cooperates with investigations of those reports, including reports related to this Policy. Please refer to the [Speak Up Policy](#) for more information about reporting potential violations of this policy and how those reports are handled.

## **IV. Sponsorship Considerations**

The USOPC does not prevent athletes or NGBs from entering into commercial sponsorship agreements with sports betting operators, provided: (i) such operators are legal, regulated and duly licensed; and (ii) any athlete that is a Covered Individual does not specifically promote betting on Protected Competitions, USOPC-Sponsored Events, or any event where the USOPC officially designates entrants as required by competition organizers. Athletes should also be aware of IOC Rule 40 and the IPC's marketing guidelines, which describe how athletes' personal sponsors may use an athlete's name, image, and likeness before, during, and after the Olympic and Paralympic Games. (Those rules also outline how athletes may thank and recognize personal sponsors during the Games.)

For additional guidance for national federations, NGBs should consult the IOC's Guidelines for Sports Organisations on Sponsorship by Sports Betting Operators<sup>8</sup> and their international federation's guidelines.

## **V. Training**

The USOPC will provide periodic sports betting training to Covered Individuals, as well as Internally Managed Sport athletes and athletes. Training is mandatory for all Covered Individuals named to Delegation Event teams. NGBs should also consider providing training to their athletes to ensure athletes understand their responsibilities under applicable IOC, IPC, International Federation, and / or NGB policies.

## **VI. Investigations**

---

<sup>8</sup> See [Guidelines for Sports Organisations on Sponsorship by Sports Betting Operators \(June 2020\)](#).

## **US Olympic and Paralympic Committee Policy**

Please refer to the USOPC's [Compliance Investigations Procedure](#) for more information about the investigations process, the standard of proof required to establish violations of this Policy, and confidentiality.

If an NGB learns of potential violations of this Policy or the IOC's Code on the Prevention of Manipulation relating in any way to any Protected Competition, USOPC-sponsored event, any event on the Delegation Event pathway, or any event where the USOPC officially designates entrants as required by competition organizers, or relating in any way to any individual who may qualify for or be selected to attend any of the foregoing events, the NGB must immediately notify the USOPC's Chief Ethics & Compliance Officer. The USOPC, in its sole discretion, may take jurisdiction over any investigation about which it is notified and falls within the scope of this paragraph.

### **VII. Disciplinary Action**

Covered Individuals who violate this policy will be subject to discipline, which may vary based on the nature and severity of the violation and whether the Covered Individual is a USOPC Team Member, USOPC board or committee member, or a volunteer.

Discipline may include, among other things, warnings, termination of employment, denial of participation at a Delegation Event or any event where the USOPC officially designates entrants as required by competition organizers, to any potential Delegation members, and/or a ban from the U.S. Olympic and Paralympic Movement. For the avoidance of doubt, violations of this Policy include the failure to cooperate in any investigation into conduct outlined under Section III of this Policy whether the investigation occurs before, during, or after a Delegation Event.

In appropriate cases, the USOPC reserves the right to refer violations of this policy to law enforcement.

The USOPC may consider a wide range of mitigating or aggravating factors when determining appropriate disciplinary action in any case. Examples of such factors include early acceptance of responsibility, level of involvement, relative culpability, cooperation with investigations, isolated or repeated violations, and voluntary participation in training or education.

### **VIII. Effect of Related Proceedings**

The USOPC may, without conducting its own proceedings, recognize and give effect to integrity-related decisions and disciplinary actions relating to current or prospective Covered Individuals by other sporting organizations, including any suspensions or permanent ban by another sports organization subject to Section IX below. Also, subject to Section IX below, the USOPC may deny entry to a Protected Competition or any event where the USOPC officially designates entrants as required by competition organizers, to any athlete, trainer, coach, employee, or team member who is, or was, subject to an integrity-related investigation or disciplinary proceeding by another sporting organization.

### **IX. Opportunity to Participate**

An investigation or an admission of guilt may result in the imposition of disciplinary action that affects an athlete's, coach's, or other person's right to participate in Protected Competitions or any event where the USOPC officially designates entrants as required by competition organizers

## **US Olympic and Paralympic Committee Policy**

under the Ted Stevens Olympic and Amateur Sports Act (the Act)<sup>9</sup> and Section 9 of the USOPC Bylaws. In that instance, if a person wishes to challenge the disciplinary action, they will be afforded swift and equitable resolution of their disputes in accordance with the Act<sup>10</sup> and Section 9 of the USOPC Bylaws.

For independent, confidential advice regarding athlete rights and responsibilities in the Olympic and Paralympic Movement, including this Policy, Team USA athletes may contact the Office of the Athlete Ombuds ([ombudsman@usathlete.org](mailto:ombudsman@usathlete.org) and 719.866.5000).

---

<sup>9</sup> See 36 U.S.C. § 220522(4)(B).

<sup>10</sup> See 36 U.S.C. § 220509(a).

# US Olympic and Paralympic Committee Policy

## *Revision History*

| <b>Publication Type</b> | <b>Policy Approver</b> | <b>Enabling Action</b>     | <b>Publication Date</b> | <b>Next Scheduled Review</b> | <b>Revision Summary</b>   |
|-------------------------|------------------------|----------------------------|-------------------------|------------------------------|---|
| Initial Publication     | Board of Directors     | Board Vote; Dec. 07, 2023  | Dec. 07, 2023           | Dec. 2024                    | N/A – initial publication   |
| Revision                | Board of Directors     | Board Vote; March 14, 2024 | March 14, 2024          | March 2025                   | Clarified that certain sports betting-adjacent activity is not a violation of this Policy. Also included IOC and IPC whistleblower hotlines.  |
| Revision                | Board of Directors     | Board Vote: April XX, 2025 | April XX, 2025          | April 2026                   | Clarified reporting obligations for potential violations, disciplinary actions, and investigations oversight. Provided definition of Inside Information and Subject of Investigation, and includes as covered events those events where the USOPC officially designates entrants as required by competition organizers. |