MEDICAL AND HEALTHCARE PROVIDER CODE OF CONDUCT

Policy Owner: Compliance and Membership Services Manager, USABS
Effective Date: October 2026

Introduction

All Medical and Healthcare Providers of USA Bobsled/Skeleton (USABS) must agree to abide by USABS Code of Conduct in addition to the following Code of Conduct specifically for Medical and Healthcare Providers. The determination of compliance will be made by the Chief Medical Officer, Head Team Physician, and/or USABS.

Section 1. Scope and Applicability

This Code applies to all individuals who serve in a medical or healthcare capacity for USABS whether as employees, contractors, volunteers or consultants. Covered individuals include but are not limited to, physicians, athletic trainers, physical therapists, massage therapists, chiropractors, mental health providers, and other healthcare professionals.

For the purposes of this Code, Medical and Healthcare Providers refers to the staff USABS has hired (i.e., full-time, part-time, etc.) or has contractual agreements with to provide medical, mental, or health care to USABS Team USA athletes.

Section 2. General Responsibilities of Medical and Healthcare Providers

Medical and Healthcare Providers shall comply with the following:

a) USABS Bylaws, Policies and Procedures;
b) United States Olympic and Paralympic Committee (USOPC) Bylaws, Policies and Procedures;
c) U.S. Center for SafeSport ("the Center") Policies and Procedures, including, but not limited to, the Center's SafeSport Code for the Olympic and Paralympic Movement;
d) USOPC, International Olympic Committee (IOC)/International Paralympic Committee (IPC), U.S. Anti-Doping Agency (USADA), and World Anti-Doping Agency (WADA) anti-doping Policies and Procedures;
e) Federal, State, and Local Laws; and
f) Applicable Foreign Laws.

In addition, Medical and Healthcare Providers must:

- Know, understand, respect, and comply with the laws of the state and/or country in which they are training, traveling, or competing, including, but not limited to, laws governing the possession, use and/or distribution of drugs and alcohol.
    - If unable to provide specific medical or healthcare treatments or services due to laws/regulations, research resources available to Team USA athletes and staff at the specific destination and create a plan for utilizing those resources.
- Understand USABS, USOPC, IOC/IPC, and the USOPTC policies and procedures that relate to athlete health, safety, and wellbeing.
- Maintain professional malpractice/liability insurance.

- Exhibit behaviors and attitudes reflective of integrity, compassion, and respect for self and for others always, during and outside of the provision of health care to the patient (e.g., athlete).
- Maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior, consideration for the physical and emotional well-being of others, and courtesy and good manners.
- Show respect for all team delegations, host communities, the USOPC, the IOC, and/or countries.
- Abide by and understand competition rules and procedures.
- Remain current and compliant with their profession's state and national certification and licensure requirements in addition to their code of ethics.
- Maintain CPR and AED certification.
- Refrain from practicing, either for compensation or without compensation, on USABS property with non-USABS individuals unless it's within the confines of their employment status or contract.
- Make decisions in the best interest of their patient, remain independent and impartial and not influenced by external pressure, expectation of reward, self-interest, or fear of criticism.
- Provide patients with equitable and fair medical and healthcare treatment and services.
- Document all patient encounters[1] in the patient's individual electronic medical record (EMR) within the USABS's EMR system in a timely manner.
- Attend events, functions, competitions, and medical or healthcare related meetings as directed by the chief medical officer and/or USABS.
- Comply with uniform and apparel requirements as designated by USABS during travel and USABS events.

Section 4. Confidentiality and Use of Athlete Information

Medical and Healthcare Providers must maintain patient confidentiality pursuant to HIPAA, state, and professional standards. Protected health information (PHI) or treatment details must never be disclosed without proper consent.

Section 5. Photography, Marketing and Social Media Engagement

Medical and Healthcare Providers may not use their affiliation with USABS or Team USA athletes for marketing or promotional purposes unless prior written approval is granted by USABS and the head team physician; the athlete has signed a USABS Marketing Agreement; and the signed form is submitted to the USABS Chief Medical Officer.

Photography and Recording Guidelines
Healthcare Providers are not permitted to film, record, or photograph athletes in any private areas including but not limited to treatment areas, warming houses, residences, weight rooms, or any other areas that are not public spaces. Healthcare providers cannot request photos or videos with athletes. Providers may appear in photos/videos at the athletes request if they so desire. Providers are permitted to record an athlete's run or a portion thereof. Photography in treatment spaces must be for the sole purpose of medical documentation according to the USABS Medical Documentation Policy and athlete consent must be obtained.

[1] A patient encounter is defined as any interaction (e.g., in person/verbal, written, or electronic) that a patient has with healthcare providers where that medical provider is providing their medical, mental, or health care services or communication occurs regarding the patient's health status.

Athletes are not permitted to photograph or record in treatment spaces, during any medical treatments, or during medical conversations and consults. Healthcare Providers are expected to enforce these rules with their patients and in their treatment spaces.

Social Media Guidelines
Providers cannot post photos or videos of athletes; exceptions being a portion of the athletes' run and content from public events and ceremonies. Healthcare providers are permitted and encouraged to repost content posted by public accounts if that action and content falls within the guidelines of this policy.

Marketing and social media content must:

- Never disclose PHI or details from patient interactions;
- Cannot contain testimonials from athletes or staff for personal/professional gain
- Comply with HIPAA, state laws, and professional standards;
- Not imply endorsement by USABS or Team USA without explicit permission;
- Not conflict with athlete eligibility or sponsor agreements;
- Not violate the USABS Code of Conduct or other applicable policies.

Public commentary must never include:

- Disparaging remarks about USABS, Team USA, or athletes;
- Any commentary or non-public information about injuries, performance, or treatment;
- Self-promotional or biased content based on provider-athlete relationships.

Under no circumstances may a patient encounter, the athlete’s health status, or information that may breach HIPAA, state, professional, or other federal standards of consenting athlete(s) or other athletes be utilized for content (i.e., pictures, videos, graphics, verbiage, etc.).

Section 6. Reporting Requirements

Medical and Healthcare Providers are required to report violations of this Code of Conduct, actual or perceived, to the Chief Medical Officer and/or the USABS Compliance and Membership Services Manager.

Section 7. Enforcement and Disciplinary Action

Failure to comply with this Code may result in disciplinary action, including but not limited to:

- Removal from provider duties or USABS events;
- Suspension or termination of eligibility to serve as a USABS provider;
- Referral to external authorities, licensing boards, or SafeSport, if applicable.

Acknowledgement

All Medical and Healthcare Providers must review, understand, and acknowledge this Code of Conduct prior to beginning service with USABS. Ongoing adherence to this Code is a condition of participation in any USABS medical or healthcare capacity.