



U S S P E E D S K A T I N G

US Speedskating Code of Ethics

This Code of Ethics applies to athletes, coaches, directors of the Board, officers, committee members, task force members, employees and volunteers. All of the aforementioned individuals are required to read and sign this document, acknowledging that they understand and are agreeing to abide by its content.

The Ethics Committee shall oversee the implementation and compliance with the Code of Ethics and make recommendations to the Board of US Speedskating (USS) for action.

USS Code of Ethics

All individuals covered by this code will maintain an atmosphere of mutual respect toward each other as well as those USS conducts business with and those we may come in contact with during the execution of duties and activities.

Athletes will, at all times, show respect for all coaches, officials, and staff members.

Coaches, staff, officials and volunteers will treat all athletes fairly and with respect.

As the National Governing Body for the Olympic sport of Speedskating in the United States and because we operate in the public spotlight, we are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires our behavior to conform to the highest ethical standards and principals. For these reasons, the USS requires its athletes, coaches, officials, volunteers and staff to conduct business with integrity, to maintain a high standard of ethical conduct and to be guided by the knowledge that we are guardians of the Olympic values, spirit, and ideals.

Furthermore, because the appearance of impropriety can be just as damaging as actual impropriety, conduct, which appears to be improper, is also unacceptable. Accordingly, all individuals covered by this code are required to comply with the following articles of the USS Code of Ethics when representing or participating in USS activities or events:

- a. Conduct all dealings with honesty and fairness.
- b. Respect the rights of all employees, athletes and volunteers to fair treatment and equal opportunity, free from discrimination and harassment of any type.
- c. Know, understand and comply with the laws, regulations, and codes of conduct governing the conduct of USS business, both domestic and foreign.
- d. Ensure that all transactions are handled honestly and recorded accurately.
- e. Protect information that belongs to USS, our donors, sponsors, suppliers and fellow workers.
- f. Avoid conflicts of interest, both real and perceived.
- g. Never use USS assets or information for personal gain.
- h. Recognize that even the appearance of misconduct and impropriety can be very damaging to the reputation of USS and act accordingly.

Conflicts of Interest

These principles provide a framework of integrity for interactions with or on behalf of USS. However, given the unique makeup of the USS, more in depth questions may arise regarding conflicts of interest. For this reason the following guidance is provided:

USS defines a conflict of interest as any personal, business or financial relationship that could influence or be perceived to influence your objectivity when representing or conducting business for, or on behalf of, the USS. All individuals covered by this code should endeavor to pursue a course of conduct and conduct themselves in a manner that will not raise suspicion that they are engaged in acts that are in violation of their trust.

No individual covered by this code should use or attempt to use his or her position to secure unwarranted privileges or exemptions for himself, herself, or others, and should not, by his or her conduct, give a reasonable basis for the impression that any person can improperly influence him or her or enjoy his or her favor in his or her role or affiliation.

For example if (1) personal or financial interests exist with any person or concern with whom USS has a business or other relationship and (2) the other relationship or interest could influence or be perceived to influence the objectivity of your decisions, you must:

- a. Disclose the interest, in writing using the attached USS Conflict of Interest Disclosure Form, to the Chair of the Board, who shall refer the matter to the Ethics Committee for further consideration; and
- b. Excuse yourself from any formal or informal discussion related to the relationship between USS and the person or concern; and
- c. Abstain from voting and from seeking to influence the vote on any matter related to the person or concern.

Gifts

Inappropriate hospitality or gift giving between the individuals can also create a conflict, real or perceived, of interest. The USS defines inappropriate hospitality as the offering or receiving of accommodations, tours, event tickets, entertainment, meals or other similar personal benefits except as specifically provided for by applicable policies.

Similarly, the USS prohibits the receipt or giving of personal gifts except for items of nominal value such as coffee mugs, hats, pins, etc. unless specifically provided for by applicable policies.

Questions regarding the application of the USS's hospitality and gift policies must be addressed to the Ethics Committee Chair.

Sports Ethics and Fair Play

Sports ethics is a positive concept that guides human action. Sport is a social and cultural activity which, practiced fairly, enriches society and friendship between nations. Sport is also recognized as an activity which, if played fairly, offers the individual the opportunity for self-knowledge, self-expression and fulfilment, personal achievement, skill acquisition and demonstration of ability, social interaction, enjoyment, good health and well-being. Sport promotes involvement and responsibility in society and the environment with its wide range of clubs and leaders working voluntarily. In addition, responsible involvement in some activities can help to promote sensitivity to the environment.

Fair play is defined as much more than playing within the rules. It incorporates the concepts of friendship, respect for others and sportsmanship. Sports ethics is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, the use of unfair strategies whilst respecting the rules, doping, misuse of nutritional

supplements, violence (both physical and verbal), sexual harassment and abuse of children, young people and women, trafficking in young sports people, discrimination, exploitation, unequal opportunities, excessive commercialization and corruption¹. Additionally, participation in any form of betting, or support of betting or gambling, related to any event/activity under jurisdiction of USS or the International Skating Union is strictly prohibited.

I understand and agree that the International Skating Union (ISU) Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the ISU, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the ISU and/or my national federation, if applicable or referred by USADA.

Confidentiality

All individuals serving the USS have the responsibility to maintain the confidentiality of USS information. This includes both proprietary and sensitive information. Special emphasis is noted for the requirement to protect proprietary technical information regarding USS equipment, training and coaching techniques.

Enforcement

Any person or member organization that violates or condones the violation of the Code of Ethics is subject to disciplinary measures, which may include termination of membership, employment and expulsion from the board, committee, or task force. The Ethics Committee shall in the most expeditious manner possible review and conduct an appropriate investigation and hearing for all violations of the Code of Ethics and, if appropriate, without delay recommend sanctions/actions to the Board of Directors (as to athletes and volunteers) or the Chief Executive Officer (as to staff). Final enforcement actions will be determined following the procedures defined in Article 14 COMPLAINTS of the Amended and Restated Bylaws of US Speedskating.

This code serves as a framework for ethical conduct but does not cover every situation. If you are unclear about the requirements or applications of this code, contact the Chair of the Ethics Committee as follows:

United States Speedskating
c/o Chair Ethics Committee
5662 South Cougar Lane
Kearns, UT 84118
O: 801-417-5360 / F: 801-417-5361

ACKNOWLEDGEMENT

I understand and agree to abide by the provisions of the USS Code of Ethics.

Signature

Printed Name

_ Date

¹ *“Code of Sport Ethics” (2010) Council of Europe –Committee of Ministers*