



GENERAL

CODE OF CONDUCT FOR ALL PARTICIPANTS

OF

United States Biathlon Association, Inc.

This constitutes the Code of Conduct (Code) of **US Biathlon**. This Code of Conduct is intended to protect the safety and well-being of **US Biathlon**'s participants, and to ensure **US Biathlon**'s participants conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic values, spirit, and ideals.

A. APPLICABILITY OF CODE

This Code applies to all **US Biathlon** members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in **US Biathlon** events and activities. All such **US Biathlon** participants should become familiar with the rules and standards of this Code.

B. MEMBERS AND PARTICIPANTS' AGREEMENT

As a precondition of my participation in any **US Biathlon** event or activity, I agree to uphold and abide by the Code.

- I will respect and conduct myself in accordance with the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play, and similarly with the core Paralympic values, which are determination, equality, inspiration and courage.
- I will adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, USOC, World Anti-Doping Agency, U.S. Anti-Doping Agency and [IF], and commit to promote sport without doping.
- I will adhere to the rules and policies of the U.S. Center for SafeSport and the athlete safety policy of **US Biathlon**, and commit to promote sport free from bullying, hazing, sexual misconduct or any form of emotional or physical abuse.
- I will comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.

- I will respect and comply with the laws of the state or country in which I am training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
- I am responsible for my own behavior and for reading, understanding, and abiding by the policies applicable to me, including those of **US Biathlon**, as well as the competitions and events in which I participate.
- I will respect and abide by all other rules, policies, and procedures of **US Biathlon**, and of the facilities and accommodations in which we train and live and/or utilize.
- I will reject discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
- I will demonstrate good sportsmanship by showing respect toward my teammates, coaches, competitors, officials and audience at all events and competitions.
- I will refrain from foul language, violence, behavior deemed dishonest, offensive, intentionally malicious, or illegal.
- I will respect the property of others and not vandalize, damage or steal any such property.
- I agree to be filmed and photographed by the official photographer(s) and network(s) of **US Biathlon** under conditions authorized by **US Biathlon** and give event organizers and **US Biathlon** the right to use the name, picture, likeness, and biographical information before, during and after the period of participation in these activities to promote the activity or to promote the success of **US Biathlon**, including the use of my photo for **US Biathlon** sport promotion and fundraising efforts. I will refrain from authorizing the use of photographs, films or videos of myself or other **US Biathlon** members in **US Biathlon** apparel or equipment or the use of the **US Biathlon** logo for the purpose of trade, without the prior written consent of **US Biathlon**.
- I acknowledge that **US Biathlon** agrees that in no event may **US Biathlon** or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission.
- I agree to refrain from authorizing the use of photographs, films or videos of a member in **US Biathlon** apparel or equipment or the use of the **US Biathlon** logo for the purpose of trade, without the prior written consent of **US Biathlon**.
- I understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes, **US Biathlon**, or the United States, is a Code violation.

- I understand that, if I am under the age of 18, my parents or legal guardians will be notified of all written reports of counseling or misconduct.
- I agree that any dispute or action arising from this Code of Conduct will be resolved through **US Biathlon**'s Complaint Procedures.

In no event shall **US Biathlon** deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to be heard in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOC Bylaws and the **US Biathlon** Complaint Procedures.

C. QUESTIONS, COMPLAINTS, AND ATHLETES' RIGHTS

Members may contact **US Biathlon CEO** with questions or complaints. Members also may contact the athlete representative(s) to the Board of Directors as well as the Athletes Advisory Council Representative.

USBA CEO Contact: ceo@usbiathlon.org;

Director of Operations: sara@usbiathlon.org

Chair of the Nominating, Governance and Ethics Committee: Harry Brakeley
hapbrakeley@outlook.com

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

USOPC Ethics & Compliance - The USOPC Ethics and Compliance team accepts reports related to USBA's compliance with the Ted Stevens Olympic and Amateur Sports Act and the USOPC or USBA Bylaws. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#). If preferred, individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

D. Ethics Program

USBA has established an Ethics Committee (Nominating, Governance & Ethics) in its Bylaws with 33.33% athlete representation. The Ethics Committee established in the USBA Bylaws creates and implements this Code of Conduct, Ethics and Conflict of Interest Policies. It is also the entity to who a report regarding violations of those policies should be made. USBA's Director of Operations will monitor ethics reports and conduct ethics education at USBA. The Director of Operations works closely with the Chair of the Nominating,

Governance & Ethics Committee to ensure that the Ethics Committee is involved in ethics issues as appropriate. Please see contact information above.

The Ethics Committee will review and investigate matters of ethical impropriety and make recommendations and/or render decisions on such matters to the Board as appropriate. If the matter involves an individual's right to participate, the Ethics Committee will provide an opportunity for a hearing as set forth in Chapter 32 of the USBA Bylaws and its Disciplinary & Grievance Procedure.

In all instances, those handling the matter on behalf of the Ethics Committee will be fair, impartial, and disinterested.

E. No Retaliation

USBA prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in USBA's Whistleblower and Anti-Retaliation Policy. Retaliation means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including threatening, intimidating, harassing, coercing, removing from training or competition, or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

US Biathlon has zero tolerance for retaliatory conduct by any **US Biathlon** Staff member or member of the **US Biathlon** Board of Directors or any other official associated with **US Biathlon** against any participant who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the Code of Conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action.

F. Interference/Restrictions/Enforcement

USBA shall not interfere with or attempt to influence the outcome of any SafeSport Code or USBA Safe Sport Policy investigation regardless of jurisdiction. USBA will prohibit any individual who is an employee, agent, or contractor from assisting a member or former member in obtaining a new job (except the routine transmission of administrative and personnel files) if the individual knows that such member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor. In the event the USOPC sanctions or puts temporary measures on a Participant under the USOPC Athlete Safety Policy, USBA will reciprocally enforce the same.

G. U.S. Biathlon Team Code of Conduct

This constitutes the Code of Conduct (Code) of the **US Biathlon Team**. This Code of Conduct is intended to protect the safety and well-being of the **US Biathlon Team**, and to ensure the **US Biathlon Team** conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic values, spirit, and ideals.

1. APPLICABILITY OF CODE

This Code applies to all **US Biathlon Team** members, coaches, employees, independent contractors, officials, and volunteers, and anyone participating in **US Biathlon Team** events and activities. All such **US Biathlon** participants should become familiar with the rules and standards of this Code.

2. TEAM MEMBERS AND PARTICIPANTS' AGREEMENT

As a precondition of my participation in any **US Biathlon** event or activity, I agree to uphold and abide by the Code.

- I will respect and conduct myself in accordance with the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play, and similarly with the core Paralympic values, which are determination, equality, inspiration and courage.
- I will adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, United States Olympic & Paralympic Committee (USOPC), World Anti-Doping Agency, U.S. Anti-Doping Agency, International Biathlon Union and US Biathlon, and commit to promote sport without doping.
- I will adhere to the rules and policies of the U.S. Center for SafeSport and the Safe Sport, Background Screening and Minor Athlete Abuse Prevention policy of **US Biathlon**, and commit to promote sport free from bullying, hazing, sexual misconduct or any form of emotional or physical abuse.
- I will adhere to the rules and policies of the USOPC and US Biathlon with regard to background screening.
- I will comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- I will respect and comply with the laws of the state or country in which I am training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
- I am responsible for my own behavior and for reading, understanding, and abiding by the policies applicable to me, including those of **US Biathlon**, as well as the competitions

and events in which I participate.

- I will respect and abide by all other rules, policies, and procedures of **US Biathlon**, and of the facilities and accommodations in which we train and live and/or utilize.
- I will reject discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
- I will demonstrate good sportsmanship by showing respect toward my teammates, coaches, competitors, officials and audience at all events and competitions.
- I will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or emotional, verbal, physical or sexual harassment or abuse.
- I will refrain from foul language, violence, behavior deemed dishonest, offensive, intentionally malicious, or illegal.
- I will refrain from conduct detracting from my ability or that of my teammates to attain peak-performance.
- I will respect the property of others and not vandalize, damage or steal any such property.
- I will follow my Team's written rules, including by way of example, the US Biathlon bylaws, Code of Ethics, SafeSport policy, required attendance at team meetings and prohibitions on the release of confidential team information;
- US Biathlon Team Rules include the following in addition to any provided at a specific event:
 - I will participate to the very best of my ability in every event to which I attend with US Biathlon and will inform the team as soon as possible if I am unfit
 - I am aware that US Biathlon sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated US Biathlon apparel, as provided, at all official Team training, competitions, functions and events except where USOPC approved Personal Performance Gear applies;
 - I will not conceal or cover-up any US Biathlon sponsor, supplier or licensee brand or other identification appearing on my US Biathlon apparel;
 - I will not add any markings of any kind to the visible part of my US Biathlon uniform without first obtaining written permission to do so from the CEO of US

Biathlon;

- o I will abide by the rules of the International Biathlon Union concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- I agree to be filmed and photographed by the official photographer(s) and network(s) of **US Biathlon** under conditions authorized by **US Biathlon** and give event organizers and **US Biathlon** the right to use the name, picture, likeness, and biographical information before, during and after the period of participation in these activities to promote the activity or to promote the success of **US Biathlon**, including the use of my photo for **US Biathlon** sport promotion and fundraising efforts. I will refrain from authorizing the use of photographs, films or videos of myself or other **US Biathlon** members in **US Biathlon** apparel or equipment or the use of the **US Biathlon** logo for the purpose of trade, without the prior written consent of **US Biathlon**.
- I acknowledge that **US Biathlon** agrees that in no event may **US Biathlon** or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission.
- I agree to refrain from authorizing the use of photographs, films or videos of a member in **US Biathlon** apparel or equipment or the use of the **US Biathlon** logo for the purpose of trade, without the prior written consent of **US Biathlon**.
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