

CODE OF ETHICS

USA TAEKWONDO, INC.

1.0 Introduction

The USA Taekwondo (USAT) Code of Ethics applies to members, directors, officers and employees, volunteers including committee and task force members, and others who are associated with USAT. The Code of Ethics is approved by the USAT Board of Directors (USAT Board). The USAT Board appointed Ethics Committee oversees implementation of and compliance with this Code of Ethics.

As the National Governing Body for the Olympic sport of Taekwondo in the United States, we are expected to conduct our affairs on a basis consistent with the trust that has been placed in us. This requires our behavior to conform to the highest ethical principles. For these reasons, USAT requires its volunteers and staff to conduct business with integrity and to maintain a high standard of ethical conduct. Furthermore, because the appearance of impropriety can be just as damaging as actual impropriety, conduct which appears to be improper is also unacceptable.

The mission of USAT is to encourage participation and the pursuit of excellence in all aspects of Taekwondo. USAT grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may therefore be withdrawn or denied by USAT any time at which USAT determines that a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it. In order to assist all members to better serve the interests of those who participate in Taekwondo, USAT has adopted this Code of Ethics.

All alleged violations of the Code of Ethics shall be reviewed in accordance with the USAT Ethics Complaint Process (Complaint Process).

This code serves as a framework for ethical conduct but does not cover every situation. If you are unclear about the requirements of this code, please contact the USAT CEO or the Chair of the USAT Ethics Committee (Committee Chair).

2.0 Roles and Responsibilities

2.1 USAT Ethics Committee

- 2.1.1 Annually update the USAT Code of Ethics. Present the updated Code for approval to the USAT Board.
- 2.1.2 Annually update the USAT Ethics Complaint Process. Present the updated Process for approval to the USAT Board.
- 2.1.3 Oversee the implementation of the Code of Ethics and execution of the associated Process within USAT.
- 2.1.4 Rule on complaints appropriately filed with the Committee. Ethics Complaints will be decided based on this USAT Code of Ethics and handled as defined in the Complaint Process.
- 2.1.5 Respond to any questions regarding the Code of Ethics or associated Process presented by a USAT Member, Director or Staff.
- 2.1.6 Annually review the Conflict of Interest Statements of the USAT Board Members and prepare a report with recommendations and any concerns for the USAT Board.
- 2.1.7 Report to the USAT Board no less than quarterly on Code of Ethics related complaints.

- 2.1.8 Communicate the outcome of a USAT Code of Ethics complaint to the petitioner(s), respondent(s), their counsel if any, and the CEO and Board of the USAT.

2.2 USAT CEO

- 2.2.1 Refer any Ethics Complaints to the Committee Chair in a timely manner.
- 2.2.2 Collaborate with the USAT Ethics Committee on the implementation of the Code of Ethics.
- 2.2.3 Ensure that members of the USAT Staff are familiar and in compliance with the USAT Code of Ethics.

2.3 USAT Board

- 2.3.1 Appoint the Chair of the USAT Ethics Committee.
- 2.3.2 Refer any Ethics Complaints to the Committee Chair in a timely manner.
- 2.3.3 Annually approve the Code of Ethics.

3.0 Enforcement

Any member or prospective member of USAT may be denied membership, censured, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from USAT if such member violates the provisions of the USAT Code of Ethics or aids, abets or encourages another person to violate any of the provisions of the USAT Code of Ethics.

4.0 Code of Ethics

The following shall be considered violations of the USAT Code of Ethics:

- 4.1 Violation of the anti-doping provisions set forth in 6.0.
- 4.2 Discrimination in violation of any part of the Ted Stevens Amateur Sports Act which requires that USAT must provide: "an equal opportunity to amateur athletes; coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, gender, or national origin."
- 4.3 Violation of any of the Athlete Protection Policies set forth in 7.0.
- 4.4 Violation of any of the Sexual Misconduct Reporting Requirements set forth in 9.0.
- 4.5 Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present, or the existence of any pending charges, for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) any crime involving sexual misconduct, or (iv) any criminal offense against a minor.
- 4.6 Bullying is prohibited. For these purposes, the term "bullying" shall mean, regardless of when or where it may occur, the severe or repeated use by one or more USAT members ("Members") of an oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other Member that to a reasonably objective person has the effect of: (i) causing physical or emotional harm to the other Member or damage to the other Member's property; (ii) placing the other Member in reasonable fear of harm to himself/herself or of damage to his/her property; (iii) creating a hostile environment for another Member at any USAT activity; (iv) infringing on the rights of another Member at any USAT activity; or (v) materially and substantially disrupting the training process or the orderly operation of any USAT activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a Member club).
- 4.7 Any act of sexual harassment, including without limitation unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in connection with or incidental to a USAT-related activity by any person participating in the affairs or activities of USAT

(whether such person is a member or not) directed toward any member or other person participating in the affairs or activities of USAT.

- 4.8 The sale or distribution of illegal drugs or the illegal sale or distribution of any substance listed on FINA's recognized list of banned substances.
- 4.9 The use of illegal drugs in the presence of an athlete, by a coach, official, trainer, or a person who, in the context of Taekwondo, is in a position of authority over that athlete.
- 4.10 The providing of alcohol to an athlete by a coach, official, trainer, manager or any other person where the athlete is under the legal age allowed to consume or purchase alcohol in the state where the alcohol is provided.
- 4.11 The abuse of alcohol in the presence of an athlete under the age of 18, by a coach, official, trainer, or a person who, in the context of Taekwondo, is in a position of authority over that athlete.
- 4.12 Physical abuse of an athlete by any person who, in the context of Taekwondo, is in a position of authority over that athlete.
- 4.13 Any act of fraud, deception or dishonesty in connection with any USAT-related activity.
- 4.14 Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official which is related to any decision made by such official in connection with a USAT sanctioned competition.
- 4.15 Violation of any misconduct rule as established by the USOC or USAT.
- 4.16 Failure to cooperate with the investigation of any complaint being reviewed by the USAT Ethics Committee.
- 4.17 Any other material and intentional act, conduct or omission not provided for above, which is detrimental to the image or reputation of USAT or the sport of Taekwondo.
- 4.18 Violation of any of the rules, policies, or procedures of the USOPC;
- 4.19 Violation of any applicable state or federal laws;
- 4.20 Violation of the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics
- 4.21 Assistance by an employee, contractor or agent of USAT to a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that that 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 violation of applicable law or the policies or procedures of the Center.

5.0 Conflicts of Interest

USAT defines a conflict of interest as any personal or financial relationship or relationship involving an immediate family member that could influence or be perceived to influence your objectivity when representing or conducting business for, or on behalf of USAT. Conflicts of interest or the appearance of a conflict of interest should be avoided. In some cases these conflicts may be unavoidable. In those cases you must:

- 5.1 Disclose the interest to the USAT CEO who shall advise the Board Chair and the Ethics Committee Chair; and
- 5.2 Recuse yourself from any formal or informal discussions related to the relationship between USAT and the person or matter; and
- 5.3 Abstain from voting and from seeking to influence the vote related to the conflict of interest with a person or matter.

Materially assisting an athlete from another country who may compete at an international level against a USAT athlete is a conflict of interest, whether or not compensation is provided for the assistance.

Inappropriate hospitality or gift giving between individuals (including the immediate family members of covered individuals) can also create a conflict of interest. USAT defines inappropriate hospitality as the offering or receiving of accommodations, tours, event tickets, entertainment, meals or other similar personal benefits above \$50.00 in value, except as specifically provided for by applicable policies.

Similarly, USAT 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 USAT's hospitality and gift policies must be addressed to the USAT CEO or the Ethics Committee Chair.

6.0 Banned Substances

As a member National Governing Body of the United States Olympic Committee (USOC), USAT is obligated to adhere to the anti-doping rules of the USOC and FINA. In addition, USOC Bylaw Chapter XXIII, Section 2(G) provides that, as a condition of membership in the USOC, each National Governing Body shall comply with the procedures pertaining to drug testing and adjudication of related doping offenses of the independent anti-doping organization designated by the USOC to conduct drug testing. The USOC has designated the United States Anti-Doping Agency ("USADA") as that organization. The current anti-doping rules of the USOC and USADA are available on line at the following websites:

WADA www.wada-ama.org

FINA www.fina.org

USOC www.usoc.org

USADA www.usada.org

As a condition of membership in USAT, it is the responsibility of each athlete member of USAT to comply with the anti-doping rules of USOC and USADA and to submit, without reservation or condition, to in-competition and out-of-competition doping controls conducted by USADA. (Out-of-competition doping controls by USADA may take place at USAT elite-level camps, training sessions at USOC facilities, or with no advance notice any time for athletes designated by USAT and USADA for inclusion in USAT's no advance notice testing pool.) Pursuant to USOC Bylaw Chapter XXIII, Section 2(G), the management of positive and elevated test results for USAT athletes has become the responsibility of USADA. Any inconsistent provisions elsewhere in USAT rules are hereby superseded. USAT will, without further process, enforce and publish any sanction communicated to USAT by USADA resulting from adjudication of a doping control under the USADA Protocol for Olympic Movement Testing.

An athlete shall cease to be eligible to compete in events conducted by USAT while under suspension or if expelled by USAT for violations of this section 6.0.

7.0 Athlete Protection Policies

The following policies related to Athlete Protection are components of the USAT Code of Ethics:

- 7.1 Inappropriate touching between an athlete and an adult non-athlete member or participating non-member is prohibited, including, but not limited to, excessive touching, hugging, kissing, sexually oriented behavior, sexually stimulating or otherwise inappropriate games, and having an athlete sit on a non-family member adult's lap.
- 7.2 Any rubdown or massage performed on an athlete by any adult member or participating non-member, excluding the spouse, parent, guardian, sibling, or personal assistant of such athlete, is prohibited unless such adult is a licensed massage therapist or other certified professional. Any rubdown or massage performed at a Taekwondo venue by a licensed professional must be conducted in open/public locations and must never be done with only the athlete and licensed massage therapist in the room.
- 7.3 Use of audio or visual recording devices, including a cell phone camera, is not allowed in changing areas, rest rooms or locker rooms.
- 7.4 Employees and volunteers of USAT who interact directly and frequently with athletes as a regular part of their duties must be non-athlete members of USAT and satisfactorily complete criminal background checks as required by USAT. This does not apply to volunteers such as timers, marshals, computer operators, etc. who only have limited contact with athletes during a meet.

8.0 Travel

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete unless the coach is the parent, guardian, sibling, or spouse of that particular athlete.

Team managers and chaperones must be members of USAT and have successfully passed a USAT-required criminal background check.

When only one athlete and one coach travel to a competition, the athlete must have his/her parent's (or legal guardian's) written permission in advance to travel alone with the coach.

9.0 Sexual Misconduct Reporting Requirements

It is every member's responsibility to promptly report any incident regarding sexual misconduct by a member as described in 7.0 to USAT's CEO. Reporting must occur when an individual has firsthand knowledge of misconduct or where specific and credible information has been received from a victim or knowledgeable third party. Various state laws may also require reporting to law enforcement or to a designated child protection agency.

No member shall retaliate against any individual who has made a good faith report under 9.0.

Filing a knowingly false allegation of sexual misconduct is prohibited and may violate state criminal law and civil defamation laws. Any person making a knowingly false allegation of sexual misconduct shall be subject to disciplinary action by USAT.

Neither civil nor criminal statutes of limitation apply to reports of cases of sexual abuse. It is every member's responsibility to promptly report any incident

10.0 Retaliation

No person shall engage in any retaliation against any person who files a complaint under this Code procedures or participates in the prosecution of such a complaint. For purposes of this policy, "retaliation" means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse.

11.0 Ownership of Policy and Reporting

The ownership of this policy and responsibility generally are set out in Section 2.0 above.

Violations of this Code (apart from sexual misconduct, the reporting requirements of which are set out above in Section 9.0) must be reported to the Chief Executive Officer and/or the Chair of the USA Taekwondo Ethics Committee through the contact information set out below.

12.0 Contact Information and Resources

This policy is administered by or under the direction of the CEO of USATKD, Steve McNally. He can be contacted at SMcNally@USATKD.org.

The Chair of the USATKD Ethics Committee is The Hon. Jamie Klein (Ret.) and he can be reached through Steve McNally SMcNally@USATKD.org.

Additional resources concerning conflicts issues and adjudications include:

USOPC Athlete Ombuds:

<https://www.teamusa.org/Athlete-Ombuds>

1-888-ATHLETE

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