

# **USA Roller Sports Code of Conduct**

## **I. Introduction**

The mission of USA Roller Sports is to develop, promote, educate and grow roller sports at all levels and to enable athletes to achieve sustained competitive excellence in domestic and international competitions. USA Roller Sports grants the privilege of membership to individuals and organizations committed to that mission. USA Roller Sports may, therefore, withdraw the privilege of membership or discipline member where USA Roller Sports determines that an individual or organization's conduct is inconsistent with the mission of USA Roller Sports or the best interest of the sport and those who participate in it.

To better serve the interests of those who participate in roller sports, USA Roller Sports has adopted this Code of Conduct. This Code is not intended to establish a set of rules that will, by inclusion or exclusion, prescribe the appropriate behavior for members in every aspect of their participation in the sport. Rather, the Code offers general principles to guide the conduct, and the judicious appraisal of conduct, of all USA Roller Sports members (athletes, coaches, officials, other individuals, organizations, clubs/leagues/associations and other groups, which are collectively referred to as "Members" and individually as a "Member"), employees, members of the Board of Directors ("Directors"), committee members, and officers in situations that have implications of appropriate conduct.

This Code cannot assure appropriate conduct in roller sports; that must come from the personal commitment of all persons covered by this Policy to conduct themselves at all times in a manner that safeguards the best interests of the roller sports.

## **II. General Principles**

The following are general principles of this Code which shall apply, whether or not encompassed within the Elements of the Code set forth below.

Participation by Members and all other persons covered by this Code in the activities of USA Roller Sports is an honor and a privilege that carries certain obligations and responsibilities.

It shall be the responsibility of each Member, employee, Director, committee

member, and officer of USA Roller Sports (a) to be familiar with this Code, the Bylaws of USA Roller Sports, and the policies, rules and regulations of USA Roller Sports and any rules of the host organization of a USA Roller Sports sanctioned event that may apply to them and to observe all provisions thereof in good faith and in spirit as well as in letter, (b) to strive to continuously uphold the high ideals of competitive roller sports, and (c) to conduct themselves in a manner not detrimental to the welfare of USA Roller Sports. It shall also be the responsibility of each Member, employee, Director, and officer to adhere to rules, policies, and procedures of the U.S. Olympic and Paralympic Committee. Members, employees, Directors, committee members and officers should also be familiar with and adhere to the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

Members, employees, Directors, committee members, and officers shall demonstrate the highest standards of fairness and good sportsmanship in all their relations with others in the sport and shall be courteous in word and demeanor to competitors, officials and spectators while participating in or attending USA Roller Sports sanctioned events.

When training for, traveling to or from, or attending or participating in USA Roller Sports Sanctioned events, Members shall conduct themselves with decorum and in accordance with the rules of the event and the host club and/or facility, as well as the laws of the jurisdiction in which the event is located.

### **III. Elements of the Code**

USARS affiliated individuals shall adhere to all USA Roller Sports' rules, policies, and procedures including but not limited to the following (A-H):

#### **A. Participation.**

Every Member participating in a USA Roller Sports sanctioned activity or event has an obligation to participate to the best of his/her abilities. It is inconsistent with this obligation for any Member, employee, Director, committee member, and officer to:

1. Knowingly participate as an official, coach, athlete or administrator in any activity or event where that official, coach, athlete or administrator is inadequately prepared, unable to participate or fails to participate to the best of their ability.

2. Engage in behavior that is so disorderly or inappropriate as to interfere with the orderly conduct of the activity or other Members, employees, Directors, committee members, or officers participation in, or enjoyment of, the activity or event.

**B. Participant Relationships.**

Members, employees, Directors, committee members, and officers of USA Roller Sports are charged with the responsibility for contributing to an environment that makes participation in the sport a positive and rewarding experience. To achieve that result, each Member, employee, Director, committee member, and officer has an obligation to make decisions based on the best interest of the sports and its athletes. It is inconsistent with this obligation for any Member, employee, Director, committee member, or officer to:

1. Fail to follow safety guidelines established by USA Roller Sports, or otherwise knowingly subject a participant to unreasonable physical or emotional risk.
2. Engage in conduct that is unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a competitor.
3. Engage in conduct toward another participant in the sport that is abusive. USA Roller Sports recognizes that the process for training and motivating athletes varies with each coach and each athlete, but it is nevertheless incumbent on everyone involved in the sport to support the development and use of motivational and training methods that avoid conduct that is, or is likely to be perceived as being, abusive.
4. Attempt to intimidate, embarrass or improperly influence any individual responsible for judging or administering a competition.

**C. Non-Discrimination.**

Any USA Roller Sports activity or event should be open to any Member properly qualified under the rules of that activity or event. It is inconsistent with this obligation for any Member:

1. Restrict the ability of a Member to qualify for or participate in competition because of the Member's association with a particular organization or individual or because of that Member's race, creed, color, religion, age, sex, gender, gender identity, sexual orientation, national origin, mental or physical disability, or any status protected by federal, state or local law, where applicable.
2. Discriminate in the provision of resources or opportunities to any Member or prospective Member on the basis of race, creed, color, religion, age, sex, gender, gender identity, sexual orientation, national origin, mental or physical disability, or any status protected by federal, state or local law, where applicable.

**D. Commitment to Integrity.**

A Member, employee, Director, committee member, and officer of USA Roller Sports has a responsibility to uphold the integrity of the sport and the rules and regulations that govern it, and to act honestly, openly, fairly and competently. It is inconsistent with this obligation for any Member, employee, Director, committee member, or officer to:

1. Knowingly misrepresent the policies or actions of USA Roller Sports or its authorized representatives.
2. Act on behalf of USA Roller Sports officer without appropriate authorization.
3. Alter, falsify, or omit any information, record or document to intentionally make a false or exaggerated claim or statement or to mislead.
4. Fail to resort in the first instance to the established procedures for challenging a competitive result, contesting a selection decision, complaining about the conduct of another Member, employee, Director, committee member, or officer or attempting in the absence of good faith to alter or reverse a policy adopted by USA Roller Sports.

5. Breach the duty to maintain appropriately established confidences of USA Roller Sports.
6. Knowingly make false certifications on membership or event sanction applications or otherwise regarding the involvement of any person ineligible for USA Roller Sports membership, or any person who is listed on a federal or state sex-offender registry, with regard to any event or activities of an organizational Member.
7. Engage in business practices directed toward USA Roller Sports or another Member, employee, Director, committee member, or officer that are determined by USA Roller Sports, a court, arbiter, or other adjudicatory body, to be unethical, illegal, or a breach of contract.
8. Incur expenses in furtherance of USA Roller Sports' business that are unreasonable, unnecessary, or unsubstantiated.
9. Fail to avoid both actual and perceived conflicts of interest in the conduct of business and in the activities of USA Roller Sports.
10. Participate in the deliberation or decision-making process about any issue for which the Member, employee, Director, committee member, or officer has a conflict of interest, as defined or referred to in the USA Roller Sports Bylaws or Conflict of Interest Policy, unless full disclosure of that interest and meaningful consent is obtained prior to participation, and any other requirements of the USA Roller Sports Conflict of Interest Policy are fulfilled.

**E. Communications.**

Members, employees, Directors, committee member, and officers of USA Roller Sports have a duty to communicate honestly and openly with USA Roller Sports and other Members. It is inconsistent with this obligation for any Member, employee, Director, committee member, or officer to:

1. Misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations.

2. Knowingly disseminate false or misleading information about another Member, employee, Director, committee member, or officer.
3. Misrepresent actions taken or not taken in an effort to show compliance with USA Roller Sports' policies or procedures.
4. Withhold from athletes information or resources likely to enhance the athletes' enjoyment of the sport or reduce their risk of injury or illness.
5. Fail to consult with or inform fully the athlete or the athlete's parents about opportunities made available to the athlete involving competitions, commercial activities or recognition.
6. Misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition, training camp or other similar activity.
7. Misrepresent the nature or extent of an injury in order to participate in (or cause an athlete to participate in) a competition, training camp or other similar activity when such participation is inconsistent with the appropriate medical response to the injury.

This section applies to all forms of communication, including social media.

**F. Alcohol and Drug Abuse.**

Members, employees, Directors, committee members, and officers of USA Roller Sports must strive to ensure that the sport is conducted in an environment free of drug or alcohol abuse. It is inconsistent with this obligation for any Member, employee, Director, committee member, or officer to:

1. Use or provide to a third party any drug proscribed by applicable federal, state or municipal law.
2. Assist or condone any competing athlete's use of a drug banned by the International Olympic Committee, United States Olympic and Paralympic Committee, World Anti-Doping Agency, United States Anti-Doping Agency, or, in the case of athletes, to use such drugs or

refuse to submit to properly conducted drug tests administered by any of those organizations.

3. Provide alcohol to, or condone the use of alcohol by, minors; abuse alcohol in the presence of athletes or at USA Roller Sports' sanctioned events or activities; or consume alcoholic beverages while a minor.

#### **G. Criminal Conduct.**

Members, employees, Directors, committee members, and officers of USA Roller Sports are expected to comply with all applicable criminal codes. This obligation is violated by any Member, employee, Director, committee members, or officer who:

1. Has been listed on any State or Federal sexual offender list or registry.
2. Has been declared a sex offender in any applicable State or Federal jurisdiction.
3. Has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment directly or indirectly involving or relating to sexual misconduct, child abuse, or conduct that is a violation of a law or regulation specifically designed to protect minors.

Depending on the nature of the crime, this obligation may be violated by any Member, employee, Director, committee member, or officer who has been convicted of or has entered a plea of guilty or no contest to any felony charge or indictment involving conduct other than that specifically described above.

#### **H. Sexual Misconduct, Abuse and Harassment.**

1. Members, employees, Directors, committee members, and officers of USA Roller Sports are obligated to promote a safe environment for athletes, coaches, officials, volunteers and staff in all roller sports disciplines, which includes an environment free from sexual misconduct, abuse and harassment.
2. Members, employees, Directors, committee members, and officers of USA Roller Sports must abide by all applicable SafeSport Codes.

#### **IV. Enforcement of Code**

Compliance with this Code depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peers, and, when necessary, upon enforcement through disciplinary action.

Any Member, employee, Director, committee member, or officer (“Complainant”) who believes that another Member, employee, Board Director, committee member, or officer of USA Roller Sports has failed to meet such Member’s, employee’s, Director’s, committee member’s, or officer’s obligations under this Code is encouraged, if the circumstances reasonably warrant, to first address that concern directly to that Member, employee, Director, committee member, or officer but is always free to file a written complaint with USA Roller Sports pursuant to the USA Roller Sports Whistleblower Policy and Article XII or Article XIII of the USA Roller Sports Bylaws, as applicable.

Alleged violations of this Code and complaints filed with USA Roller Sports must comply with and will be received by the USA Roller Sports Compliance Officer and processed as referred to in the [USA Roller Sports Grievance Policy and Procedures](#), unless the rules and procedures of a competition apply and must be followed for competition-related conduct.

Retaliatory conduct is prohibited toward any person who in good faith reports, or bears witness to, an action that is a possible violation of this Code. Retaliatory conduct must be reported to USA Roller Sports. Any Member, employee, Director, committee member, or officer engaging in retaliatory conduct will be subject to disciplinary action in accordance with Articles XII or XIII of USA Roller Sports’ Bylaws and the USA Roller Sports Grievance Policy and Procedures. Retaliation is defined pursuant to the USA Roller Sports’ Whistleblower and Anti-Retaliation policy.

#### **V. Policy Lead**

Subject to the responsibilities of the USA Roller Sports Board of Directors and of the Compliance, Ethics & Eligibility Committee as outlined in applicable provisions of the USA Roller Sports Bylaws and the USA Roller Sports Grievance Policy and Procedures, the USA Roller Sports Compliance Officer shall be the Policy lead and primary point of contact with respect to responsibility for and questions about this Code.

#### **VI. Contractors**

All USA Roller Sports contractors must comply with this Code.



**Resources:**

You may contact USA Roller Sports' Compliance Officer with questions or complaints. Athlete members also may contact the athlete representative(s) to the USA Roller Sports Board of Directors as well as their USA Roller Sports Athletes Advisory Council representative.

**USA Roller Sports Staff Listing:**

For a list of USA Roller Sports staff, click [here](#)

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Roller Sports athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with USA Roller Sports to understand additional resources and options available to them.

**USOPC Ombudsman**

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the USOPC Integrity Portal. The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

**EMAIL:** [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

**WEBSITE:** [www.usathlete.org](http://www.usathlete.org)

[Integrity Portal Link](#)