



## **USATT Member Code of Conduct**

As a member of USA Table Tennis, I am committed to fair competition and respect for other members and opponents, including athletes, coaches, umpires, referees, volunteers, tournament officials, administrators, parents, spectators and fans, regardless of race, creed, color, religion, national origin, ethnicity, gender or sexual orientation. I understand that sportsmanship is a key tenet of competition and will exhibit the qualities of sportsmanship at all times.

I will:

- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct.
- Abide by all applicable USA Table Tennis rules and regulations, and policies and procedures, including USA Table Tennis's SafeSport Policy and The Laws of Table Tennis.
- Practice positive citizenship, including following all applicable federal, state, local and international laws.
- Respect the rights, dignity and worth of all members and opponents, including athletes, coaches, umpires, referees, volunteers, tournament officials, administrators, parents, spectators, and fans, regardless of race, creed, color, religion, national origin, ethnicity, gender or sexual orientation.
- Respect my competitors and other members of the table tennis community in person or via electronic or phone communication or social media. Accordingly, I will not bully, harass or otherwise be disrespectful or disparaging to others.
- Remember that at all times I am an ambassador for the sport of table tennis, whether in or out of competition.

I understand and agree that the International Table Tennis Federation's 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 ITTF, 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 ITTF and/or my national federation, if applicable or referred by USADA.

I will also abide by all rules regarding sport integrity, including sports betting, match manipulation, and sharing insider information consistent with the USOPC's Sports Betting Policy, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, the IPC Code of Ethics, Section 6.1, as applicable and all similar rules and policies promulgated by the International Table Tennis Federation.

I understand and agree that the USATT Member Code of Conduct applies to all active USATT Members and all USATT Staff, all Directors on the USATT Board, all Corporate Officers of USATT, USATT Committee Members, USATT Independent Contractors, Volunteers and/or persons who are in positions of authority at USATT Sanctioned Events and at USATT Member Clubs, regardless of USATT Membership status.

I also understand and acknowledge that if I am a national coach, a member of the National Team, or a member of the Board of Directors, I may also be subject to an additional Code of Conduct specific to that role.

## **REPORTING**

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USATT maintains an “open door” for anyone who has questions or concerns. USATT will support all efforts to comply with this Code of Conduct.

If the persons covered by this Code of Conduct (collectively referred to as “Affiliated Individuals”) need advice or assistance concerning the application of any aspect of these standards, contact USATT’s Athlete Protection Officer (Mark Thompson – [Mark.Thompson@usatt.org](mailto:Mark.Thompson@usatt.org) / 719-329-4200) and/or the Chair of the USATT Ethics and Judicial Committee (Frank Roth – [Frank.Roth@usatt.com](mailto:Frank.Roth@usatt.com)). Affiliated Individuals are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices. Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. Affiliated Individuals have an obligation to report potential or actual violations of this Code of Conduct to the persons noted above or through the email inbox: [Admin@usatt.org](mailto:Admin@usatt.org).

USATT has zero tolerance for retaliatory conduct by any Affiliated Individual against any person 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.

For more information about the definition of retaliation and USATT’s zero tolerance approach to retaliation, please see USATT’s Whistleblower Policy.

## **INVESTIGATION OF POTENTIAL VIOLATIONS**

USATT takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with USATT’s Complaint Procedures as published and available on USATT’s website.

In no event shall USATT 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 a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USATT Complaint Procedures.

## **RESOURCES**

Affiliated Individuals may contact USATT’s APO and/or the Chair of the USATT Ethics and Grievance Committee with questions or complaints. Athlete members also may contact the Team USA Athletes’ Commission Representative or any athlete board member.

### **Specific to the Olympic and Paralympic Movement:**

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 NGB 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 their NGB to understand additional resources and options available to them.

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

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

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.

**Website: [usopc.ethicspoint.com](http://usopc.ethicspoint.com)**

**Hotline: 877-404-9935**