



2022 USA TABLE TENNIS PARA NATIONAL TEAM COACH, TEAM LEADER, AND CHAPERONE CODE OF CONDUCT

I pledge to uphold this US PARA NATIONAL TEAM Code of Conduct as a Coach, Team Representative, and/or Chaperone.

I agree to:

- Learn, know and understand the full extent of my role and responsibilities while serving as a Coach, Chaperone and/or Team Representative of the US Para National Team;
- Uphold US Para National Team rules and regulations at all times while serving in this capacity, including while present at tournaments and events in which the team is participating and while the team is traveling to and from such events;
- Comply with USA Table Tennis policies and procedures, which includes following directions provided by the USATT High Performance Director and Chief Executive Officer, working cooperatively with other staff members and volunteers, and modeling appropriate behaviors for US Para National Team members;
- Account for each US Para National Team Member under my charge at all times, while also staying readily available to undertake my duties with the team, remaining mindful of safety concerns and responsive to the needs and reasonable requests of Team members;
- Take precautionary measures so that each and every one-on-one meeting with a US Para National Team Member is observable and interruptible by another adult;
- Prepare a plan of action in case of an emergencies, including identifying persons who are first aid trained and securing parental permission slips with emergency phone numbers and medical information for Team members;
- Maintain a valid passport for the duration of my time of service with the US Para National Team;
- Never possess, use or be under the influence of drugs or alcohol while undertaking my responsibilities with the US Para National Team;
- Never possess a weapon of any type while undertaking my responsibilities with the US Para National Team;
- Never engage in any conduct which is, or could be construed as, criminal activity or behavior while undertaking my responsibilities with the US Para National Team;

- Never participate in any activity that could be considered a doping violation as national and international governing bodies;
- Never administer medications of any type – prescription or non-prescription – to members of the US Para National Team;
- Know, understand and uphold the rules and ideals embodied in the USATT SafeSport Policy, including the provisions of the Minor Athlete Abuse Prevention Policy, and the SafeSport Code and to, at all times, be fully SafeSport Compliant, including the criminal background check, when working for the US Para National Team;
- Provide reasonable support for the sponsors, suppliers and licensees of the US Para National Team and USATT, including wearing official apparel when requested at Team functions and events;
- Agree to be filmed and photographed by the official photographer(s) and network(s) of the US Para National Team and USATT and give event organizers and USA Table Tennis the right to use my name, picture, likeness, and biographical information;
- Refrain from using or authorizing the use of photographs, films or videos of myself in my US Para National Team and/or USATT apparel or equipment or the use of the US Para National Team and/or USA Table Tennis logo, without the prior written consent of the USA Table Tennis;
- Refrain from serving as a journalist, media liaison or in any other media capacity during the time that I am serving as a Coach, Chaperone and/or Team Representative of the US Para National Team;
- Comply with the US Para National Team Social Media Policy, which is set out below and incorporated by reference in this Code of Conduct;
- Commit to the values of honesty, integrity, fair play, sportsmanship and personal responsibility;
- Encourage respect for table tennis by applying and following the rules and regulations of the game;
- Show respect for all persons associated with table tennis, including opponents, teammates, fellow competitors, officials, administrators, sponsors and supporters;
- Do all within my power to ensure an equal opportunity to compete for everyone, free from discrimination, harassment, or other actions that would interfere with the full enjoyment of table tennis;
- Exhibit respectable and responsible behavior, displaying the traits of good citizenship, free from even the appearance of impropriety;
- Serve the game of table tennis as a leader, mentor and role model, placing the best interests of the sport and others above personal gain;
- Support the Mission of USATT, including the organization’s effort to achieve competitive excellence, to grow and promote table tennis, and to create lasting value for USATT Members; and
- Uphold the ideals of the Olympic Movement, including the balance of body, will and mind, while pursuing universal fundamentals of ethics and justice and encouraging a life of joy filled with energy, effort and enthusiasm.

USA TABLE TENNIS – US PARA NATIONAL TEAM TENNIS

SOCIAL MEDIA POLICY

About the US Para National Team Social Media Policy

The US Para National Team encourages our Team Members and Representatives to show the same dedication and passion to their on-line social media presence that they bring to their athletic effort. That's why we've created this Social Media Policy. This policy:

- Explains why and how your personal use of social media benefits the US Para National Team;
- Offers practical tips; and
- Creates awareness amongst our Team Members and Representatives about how our actions and behavior on social media channels may affect the reputation of the US Para National Team and/or the athlete's reputation outside of the court of competition

Statement of Purpose of the US Para National Team Social Media Policy

The US Para National Team encourages the personal use of social media by Team Members and Representatives to support the Team's mission and programs. Team Member posts on social media can help the US Para National Team expand its reach and increase its impact by: helping to raise awareness about the mission of the Team and the sport of Table Tennis, building a sense of community among USATT members and potential members, and helping to improve the knowledge or skills of other athletes, coaches, trainers, managers, administrators, and officials, and more.

Social media is an effective communication tool but sometimes it can be challenging for athletes to reconcile their public and private social media activities in terms of their role as a Team Member of the US Para National Team. Social media is designed for self-expression and encourages conversations. This policy provides a framework for the US Para National Team Members and Representatives to engage in these activities effectively and ethically.

Please feel free to follow, like, or connect with USATT and/or the US Para National Team official brand presences on social media and share any or all content on your personal social media profiles and networks. However, consider sharing carefully and strategically. Remember that any post or share is likely to trigger reactions that will comment on the US Para National Team's programs and our official presence. Most of the general content for USATT and/or the US Para National Team social media accounts, when shared, will automatically incorporate the title of the content. If you are unsure about what to say, you can simply share without commenting.

Statement of the US Para National Team Social Media Policy

Team Members are both granted permission and encouraged to use social media as a conduit for informing the public about the programs of the organization. This needs to occur in a professional and ethical manner.

Publication and commentary via social media channels carries similar obligations to other US Para National Team and/or USATT publications or commentary. All uses of social media must follow the same ethical standards to which the US Para National Team Members agree in the basic Code of Conduct.

Please note that the US Para National Team and/or the USATT title or brand may not be used in social media identities, logon ID's and user names without prior approval from the Chief Executive Officer of USATT.

Following the US Para National Team Social Media Policy

It is best to err on the side of caution. If you are unsure as to whether something is appropriate to post on social media, contact a member of USATT's senior staff before making the post live. If a US Para National Team Member and/or Team Representative, for whatever reason, takes an action that is in conflict with this policy, he or she will be contacted by a member of USATT's senior staff to resolve the situation and may be asked to withdraw, correct, or revise postings.

The Logistics of the US Para National Team Social Media Policy

In order to help distinguish when you're speaking as an individual and when you're speaking as a US Para National Team Member and/or Team Representative, you may want to consider setting up two accounts for each of the social media tools on which you post. One account would be used for your role as a Team Member or Team Representative, while the other account would be used for your personal postings.

Here are additional logistical tips about using social media to promote the mission of the US Para National Team and/or USATT:

- The US Para National Team and USATT believe in transparency and honesty. Use your real name, be clear who you are, and identify your capacity as a US Para National Team Member and do not post anonymously, using pseudonyms or false screen names.
- Use tags when posting the US Para National Team and/or USATT content (e.g. #USParaNationalTableTennis or @USATT) to help ensure your message reaches its targeted audience.
- Post frequently and respond to comments and replies from others quickly and accurately.
- Know and respect your audience, including USATT and its members.
- Be smart and protect your privacy by taking simple steps such as avoiding posting personal details such as phone numbers; reading website privacy policies, making use of privacy settings on social media sites, etc.
- Avoid social media arguments and debates and alert a member of USATT's senior staff if you see a misrepresentation made about the US Para National Team and/or USATT in social media.
- If you are accused by anyone of posting something improperly, inform a member of USATT's senior staff of the situation promptly in order to determine best next steps and to quickly resolve the situation.

Content

Regardless of what account you use for posting as a US Para National Team Member, be sure to limit your Team-related posts to sharing information about the Team. Negative opinions about other Team Members are not appropriate.

- Before posting, ask yourself if the post will improve knowledge or skills of the US Para National Team and/or USATT members, if it contributes directly or indirectly to the improvement of the US Para National Team and/or USATT, or if it builds a sense of community or it helps to promote the US Para National Team's and/or USATT's mission.
- Write about what you know (if needed, verify any US Para National Team or USATT related facts, dates, etc. with a member of USATT's senior staff).
- Remember that what you publish will be around for a long time; consider the content carefully. Strive to make sure it is accurate and professional.
- It is good general practice to link to others' work rather than reproduce it. Adhere to the laws governing copyright and fair use or fair dealing of copyrighted material owned by others, including the US Para National Team and/or USATT's own trademarks, copyrights and brands.
- Always ask for permission from a member of USATT's senior staff before identifying a member or sponsor and never discuss confidential details of any individual's or organization's engagement with the US Para National Team and/or USATT.
- Use your best judgment and be sure to make it clear that any views expressed are yours alone and do not represent the official views of the US Para National Team and/or USATT. Don't speak on behalf of our organization. (Use a disclaimer if you have your own blog or social media profile.)
- Don't associate our organization and its logo with any inappropriate content.
- Don't share private and confidential internal information.
- Don't comment on our organization's financial performance.
- Bring out your own personality and say what's on your mind (in a respectful and professional tone).

USATT CONTACT INFORMATION

Virginia Sung	Chief Executive Officer	719-866-2259	Virginia.Sung@USATT.org
Mark Thompson	Chief Operating Officer	719-866-2258	Mark.Thompson@USATT.org
Jasna Rather	Para High Performance Director		Jasna@usatt.org

USOPC OMBUDSMAN

Athletes are encouraged to contact the **United States Olympic and Paralympic Committee Athlete Ombudsman**, toll free at 888-ATHLETE (888.284.5383) or athlete.ombudsman@usoc.org for further information regarding ATHLETE rights under this Code that are not answered by USA Table Tennis.

SIGNATURE PAGE

COACH, TEAM REPRESENTATIVE, and/or CHAPERONE REPRESENTATIVE AFFIRMATION

I have read and accept this Code of Conduct in its unaltered form.

I acknowledge that, if I am found to be in violation of this Code, I may be subject to sanctions up to and including suspension or dismissal from the US Para National Team and USA Table Tennis.

Signature

Date

Coach, Team Representative, Chaperone Name (print)

FOR USATT

Signature

Date

Printed Name

End. 22 01-24a