



U S S P E E D S K A T I N G

US SPEEDSKATING CODE OF CONDUCT

Background

In order to assist all members to better serve the interests of those who participate in speed skating, US Speedskating (USS) has adopted this Code of Conduct. The mission of USS is to encourage participation and the pursuit of excellence in all aspects of speed skating. USS grants membership to individuals and organizations committed to that mission. Membership may, therefore, be withdrawn or denied by USS when USS determines that a member or prospective member's conduct is inconsistent with the mission of the organization, this Code of Conduct, or the best interest of the sport and those who participate in it; provided, however, that any action to withdraw or deny membership in USS shall be subject to, and shall be done in accordance with, the applicable notice and hearing rights as provided in the USS Bylaws. Any allegation or complaint of a violation of this Code of Conduct will be evaluated per the procedures defined in the Amended and Restated Bylaws of USS Article 14.

The Code of Conduct is applicable to, but not limited to, all US Speedskating Members, employees, volunteers, Board of Directors and Officers, Committee Members, Task Force and/or Commission Members, and independent contractors

Code of Conduct

1. Those individuals must adhere to all policies and procedures of US Speedskating. Any member or prospective member of USS may be denied membership, reprimanded, censured, placed on probation, restricted, suspended for a definite or indefinite period of time (with or without terms or probation), fined or expelled from USS if such member violates the provisions of the USS Code of Conduct, or aids, abets or encourages another person to violate any of the provisions of the USS Code of Conduct.
2. The following shall be considered violations of the USS Code of Conduct:
 - a) Violation of an individual's right to participate in the Olympic Games, the Paralympic Games, a World Championship or other competition that is protected by the Ted Stevens Olympic and Amateur Sports Act, the United States Olympic & Paralympic Committee (USOPC) Bylaws, and the USS Bylaws;
 - b) Violation of the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), International Skating Union (ISU), U.S. Anti-Doping Agency (USADA) and USOPC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC, WADA, ISU, USADA and USOPC Rules;
 - c) Discrimination in violation of the USOPC Bylaws or the USS Bylaws, or both;
 - d) Any sexual contact or advance or other inappropriate sexually oriented behavior

or action directed towards an athlete by a coach, official, trainer, or other person who, in the context of speed skating, is in a position of authority over that athlete;

- e) The providing of alcohol to a USS member, by a coach, official, trainer, manager or any other person when the USS member is under the age of 21;
- f) The consumption or purchase of alcohol by a USS member who is under the age of 21;
- g) Physical abuse or harm, mental abuse, intimidation, coercion, or the threat of physical abuse or harm to a USS member by any person who, in the context of speed skating, is in a position of authority over that USS member;
- h) Any act of fraud, deception or dishonesty in connection with any USS-related activity;
- i) Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official and which is related to any decision made by such official in connection with a USS-sanctioned competition;
- j) Any improper or serious disturbance, obstruction or disruption of the functions of USS or which infringe upon the rights, orderly conduct or well-being of others;
- k) Any deliberate or reckless misuse, damage or destruction of property of any person, of USS, of the ISU, the USOPC, the IOC or any other governing or sponsoring body or any other entity involved in any way with USS;
- l) Any unauthorized use of the USS name, trademarks, logo or other proprietary assets, whether in a commercial or non-commercial context;
- m) Failure or refusal to comply with a reasonable request, rule, directive or order of an authorized USS representative or any other authorized representative acting in the performance of his/her duties, including officials of any USOPC Training Center or other training/competition facility at which an athlete, coach or team leader may be present as a representative of USS;
- n) Violation of any written team misconduct rule as established by the USOPC, ISU or USS;
- o) Violation of any other applicable rule of the IOC, USOPC, ISU or USS, but specifically excluding rules and agreements on commercialization of athlete properties (i.e. athlete agreements governing the commercial use of athlete images);
- p) The rules governing fair play and competitive manipulation and Paralympic movements (the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, as applicable);
- q) Any applicable state or federal laws;
- r) Any other act, conduct or omission not provided for above which is detrimental to

the image or reputation of USS or the sport of speed skating.

3. If USS receives a fine, is issued any form of penalty or incurs costs for any incident or infraction for an issue caused by an individual and not by USS, then that individual shall be responsible to reimburse USS for the entire amount of expense incurred.
4. If a member is sanctioned by the IOC, ISU, WADA, USADA, USOPC or any other body having jurisdiction above USS for any infraction, USS will mirror the sanction imposed by the other organization.
5. By signing this document, a member of USS warrants that he/she has never been convicted of a felony, nor has a pending felony indictment, or a pending felony charge, except as specifically disclosed in writing to USS along with this Code of Conduct, and the member understands that any such violation, indictment or criminal charge may, at the discretion of USS, be considered a violation of this Code of Conduct.
6. To report a potential Code of Conduct violation, the report will be submitted to the Executive Director via email. If the report is made against the Executive Director, the Ethics Committee Chair will receive the report.
7. Anti-Retaliation Statement: US Speedskating honors and respects the rights of all people, including US Speedskating Affiliated Individuals, to report violations of this Code. In addition, pursuant to Section 220501(b)(11) of the Ted Stevens Act, US Speedskating will not tolerate any adverse or discriminatory action, or the threat of an adverse or discriminatory action carried out against protected individuals 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.
8. For more information, the Whistleblower Policy provides information about the protection given to a complainant that exercises good faith in reporting a violation. The Whistleblower Policy is located at <https://www.teamusa.org/us-speedskating/governance/governance-and-bylaws>.
9. Other Resources
 - a) For contact information for individuals who are responsible for the policy and its enforcement, go to <https://www.teamusa.org/US-Speedskating/governance/athlete-advisory-council>.
 - b) Office of the Athlete Ombuds: ombuds@usathlete.org or 719-866-5000
 - c) USOPC Integrity Portal: <https://secure.ethicspoint.com/domain/media/en/gui/53006/index.html>
 - d) USOPC Integrity Hotline: 877-404-9935

RELEASE, WAIVER AND ACCEPTANCE OF CODE OF CONDUCT PLEASE

READ CAREFULLY

I, the undersigned (and parent/guardians when applicable), do hereby for myself, my heirs, executors, and administrators, assign, waive and release all rights and claims for damages, injuries or losses I may have against USS and associated parties of organization, their officers, coaches, members representatives, agents and others acting for or on their behalf and in any way related to my involvement in a USS activity.

I, the undersigned, acknowledge that, by signing below, I have read and understand the terms of the USS Code of Conduct and agree to be bound by its terms.

Printed Name of Member: _____

USS Membership Number: _____

DOB of Member: _____

Signature of Member: _____ Date: _____

Signature of Parent (if member under 18): _____

Date: