



CODE OF CONDUCT

Policy Owner: USA Weightlifting CEO

Effective Date: August 25, 2025

- 1. Purpose.** This policy constitutes the Code of Conduct (“Code”) of USA Weightlifting. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with USA Weightlifting, and to ensure that all individuals who associate with USA Weightlifting conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit, and ideals.
- 2. Applicability of Policy.** This Policy applies to all USA Weightlifting members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in USA Weightlifting events and activities (collectively, “Affiliated Individuals”). All such Affiliated Individuals should become familiar with the rules and standards of this Code.
- 3. Legal Compliance.** USA Weightlifting requires that Affiliated Individuals follow the Code of Conduct and abide by all applicable USA Weightlifting bylaws, rules, policies, procedures, and decisions, in addition to all applicable federal and state laws, as well as international law, where applicable.
- 4. The Code of Conduct.**
 - 4.1. All Affiliated Individuals must:**
 - 4.1.1.** Adhere to the anti-doping rules and policies of the International Olympic Committee (“IOC”), United States Olympic and Paralympic Committee (“USOPC”), World Anti-Doping Agency, U.S. Anti-Doping Agency, and International Weightlifting Federation (“IWF”).
 - 4.1.2.** Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code.
 - 4.1.3.** Adhere to USA Weightlifting’s athlete safety rules, including, but not limited to, its Athlete and Participant Safety Policy.
 - 4.1.4.** Adhere to all other bylaws, rules, policies, and procedures of the IOC, USOPC, and IWF.
 - 4.1.5.** Comply with the USOPC Sports Betting Policy, and the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.

- 4.1.6.** Respect and comply with the laws of the state and/or country in which the Affiliated Individual is training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
- 4.1.7.** Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable policies, including those of USA Weightlifting, as well as the competitions and events in which he or she participates.
- 4.1.8.** Respect and abide by all other rules, policies, and procedures of USA Weightlifting, and of the facilities and accommodations in which he or she trains and lives at and/or uses.
- 4.1.9.** Not engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other protected status.
- 4.1.10.** Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.
- 4.1.11.** Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, or intentionally malicious.
- 4.1.12.** Agree to refrain from authorizing the use of photographs, films, or videos of a member in USA Weightlifting apparel or equipment or the use of a USA Weightlifting logo, copyrighted work or trademark for the purpose of trade, without the prior written consent of USA Weightlifting.
- 4.1.13.** Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings or has the potential to bring disrespect, disrepute, or dishonor to myself, my fellow athletes, USA Weightlifting, or the United States, is a Code violation.
- 4.1.14.** Understand that, if under the age of 18, his or her parents or legal guardians may be notified of all written reports of misconduct and measures related thereto.
- 4.1.15.** Understand that any dispute or action arising from this Code of Conduct will be resolved through USA Weightlifting's Complaint Resolution and Hearing Procedures.
- 4.2.** In addition to the above, all Board members, committee members and USA Weightlifting staff must:
 - 4.2.1.** Function on behalf of USA Weightlifting and not on behalf of any one constituency or group.
 - 4.2.2.** Respect confidentiality appropriate to issues of a sensitive nature.
 - 4.2.3.** Maintain a thorough knowledge of relevant USA Weightlifting governance documents, policies and procedures.

- 4.2.4. Be impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

4.3. In addition to the above, coaches, and those functioning as coaches, must:

- 4.3.1. Treat all athletes with respect at all times.
- 4.3.2. Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and protect and promote the health and safety of the athletes.
- 4.3.3. Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.

4.4. In addition to the above, officials, and those functioning as officials, must:

- 4.4.1. Maintain a current and thorough knowledge of the rules and officiating procedures of our sport and officiating procedures.
- 4.4.2. Conduct themselves impartially, professionally and in good faith.
- 4.4.3. Assist with the development of lesser-experienced officials as needed.

4.5. In addition to the above, parents, fans, and spectators must:

- 4.5.1. Not ridicule a participant for making a mistake during a competition, practice or training session.
- 4.5.2. Respect the decisions of officials and encourage participants' continued effort.
- 4.5.3. Respect and show appreciation to all competitors, officials, and volunteers.

5. Reporting Obligations. No code of conduct can address every situation, nor can it take the place of good judgment and integrity. If Affiliated Individuals need advice or assistance concerning the application of any aspect of these standards, consult USA Weightlifting at Compliance@USAWeightlifting.org.

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 violations of this Code of Conduct to USA Weightlifting at Compliance@USAWeightlifting.org.

USA Weightlifting has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or concern. 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 USA Weightlifting’s zero tolerance approach to retaliation, please see the USA Weightlifting’s Whistleblower Policy.***

6. Investigation of Potential Violations. USA Weightlifting 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 the USA Weightlifting Complaint Resolution and Hearing Procedures as published and available on USA Weightlifting’s website.

7. Resources.

7.1. USAW Compliance Staff Person. Affiliated Individuals may contact USA Weightlifting’s compliance staff person, as designated by the CEO, or the compliance staff person’s designee (“Compliance Manager”) at Compliance@USAWeightlifting.org with questions, concerns, or complaints.

7.2. Athlete Ombuds. 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

Website: www.usathlete.org

7.3. USOPC Integrity Portal. 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

Hotline: 877-404-9935

Revision No.	Revision/ Approval Date	Effective Date	Revision Approver	Description of Revision
v.2	04/15/2025	08/25/2025	Board of Directors	This version of the Code of Conduct replaces the prior Code of Conduct and former Code of Ethics. This version of the Code of Conduct is based on the USOPC’s guidance and template Code of Conduct.