



USA Pentathlon Multisport Code of Conduct

Effective: October 1, 2025

A. Applicability

This Code of Conduct ("Code") applies to all members of USA Pentathlon Multisport (USAPM), including board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, volunteers, and athletes participating in USAPM events and activities. All individuals are expected to know and follow the standards outlined herein.

B. Member and Participant Agreement

As a precondition of participation in any USAPM event or activity, I agree to:

- Uphold the values of the Olympic and Paralympic movements: mutual understanding, fair play, friendship, determination, equality, inspiration, and courage.
- Remain in good standing with USAPM at all times, including having no unresolved violations or sanctions, and meeting all applicable participation requirements, which may include but are not limited to:
 - Compliance with the USAPM Code of Conduct
 - Completion of U.S. Center for SafeSport training and education, if required
 - Completion of a background check, if required
 - No outstanding financial obligations, including unpaid invoices or fees owed to USAPM
 - Adherence to all applicable USAPM, UIPM, and event-specific rules, regulations, policies, and procedures
- Abide by anti-doping regulations of the International Olympic Committee (IOC), United States Olympic & Paralympic Committee (USOPC), World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), and UIPM.

- Comply with the U.S. Center for SafeSport rules and USAPM's Athlete Safety Policy to foster a safe, inclusive, and abuse-free environment.
- Adhere to the Olympic Movement Code on Prevention of Manipulation of Competitions and refrain from corrupt or manipulative conduct.
- Follow all local, state, national, and international laws, especially those relating to controlled substances and the provision of alcohol to minors.
- Accept responsibility for my own conduct and ensure familiarity with relevant rules and policies.
- Respect all USAPM policies and the rules of facilities, accommodations, and partners.
- Reject discrimination based on race, gender, sexual orientation, religion, nationality, or other personal characteristics.
- Display good sportsmanship and respect toward teammates, competitors, coaches, officials, and spectators.
- Refrain from dishonest, abusive, offensive, violent, or illegal behavior.
- Protect the property of others and avoid vandalism or theft.
- Allow official event photographers and media to use my likeness for USAPM promotional or fundraising purposes. I will not authorize commercial use of USAPM logos, apparel, or imagery without prior written permission.
- Understand that USAPM cannot use my likeness for commercial purposes implying endorsement without my consent.
- Recognize that conduct harmful to USAPM's reputation, even if not explicitly stated above, may be considered a violation.
- Acknowledge that if under 18, my legal guardian will be informed of any formal reports of misconduct.
- Resolve any disputes related to this Code through USAPM's complaint procedures.

C. Questions, Complaints, and Athlete Rights

Participants may contact:

USAPM CEO – kmontford@usapentathlon.org

Ethics Committee – barrymatchett@hotmail.com

Athlete Representative(s) – bpanderson23@yahoo.com; schrimsher2@gmail.com]; phaelen.french@gmail.com; dennisbowsher@gmail.com

Athlete Ombuds – Provides free, confidential support regarding athlete rights:

- Phone: (719) 866-5000
- Email: ombudsman@usathlete.org
- Website: usathlete.org

Reports to the USOPC Ethics and Compliance Team can be made confidentially or anonymously through the USOPC Integrity Portal (<https://usopc.ethicspoint.com>) or by phone: 1-877-404-9935.

D. Ethics and Enforcement

The USAPM Ethics Committee, with at least 33% athlete representation, oversees ethics compliance and reviews reported violations.

Any person involved in handling an ethics matter shall act impartially and without conflict of interest.

Violations involving eligibility will be handled in accordance with the USAPM Disciplinary and Grievance Procedures, ensuring a fair hearing.

USAPM prohibits anyone from interfering with SafeSport investigations and will reciprocally enforce USOPC-imposed sanctions.

E. No Retaliation

USAPM strictly prohibits retaliation against any person who reports misconduct in good faith. This includes:

- Threats, intimidation, exclusion from training or competition, harassment, or other adverse actions.
- Retaliation is a violation of this Code and will result in appropriate disciplinary action.
- Knowingly filing a false report is also a violation and may result in sanctions.

F. USAPM National Team-Specific Code of Conduct

In addition to the general provisions above, National Team members agree to:

- Always act in accordance with the highest standards of sportsmanship and respect.
- Participate fully and to the best of their ability in all events unless medically unfit.
- Respect all USAPM sponsors and wear designated apparel at all official activities.

- Avoid altering or covering sponsor logos on USAPM uniforms without written approval.
- Abide by UIPM branding rules, including those regarding visible tattoos and equipment.
- Follow additional team rules, such as attendance requirements, confidentiality, and behavioral expectations.

G. Acknowledgment

By choosing to compete in any USA Pentathlon Multisport (USAPM) or Union Internationale de Pentathlon Moderne (UIPM) sanctioned competition or activity, I acknowledge and agree to abide by this Code of Conduct in its entirety.