

March 22, 2026

**SPORT INTEGRITY POLICY
OF
USA DIVING INC.**

1. Purpose

Integrity is fundamental to the credibility, fairness, and sustainability of sport. USA Diving is committed to upholding the principles of honesty, ethical conduct, and fair competition, ensuring that all participants engage in sport in a manner that maintains public confidence and respect, and in a manner consistent with the IOC Olympic Movement Code on the Prevention of the Manipulation of Competitions and the IPC Codes of Ethics. This policy recognizes the increasing risks to sporting integrity, including corruption, match-fixing, misuse of insider information, and other inappropriate involvement in sports betting. Such behaviors threaten the core values of sport and undermine the safety, welfare, and reputation of athletes, officials, organizations, and competitions.

This policy provides a framework for identifying, mitigating, and responding to integrity threats; outlines USA Diving's expectations, responsibilities, and prohibited conduct for all participants; and supports education, monitoring, and enforcement measures to protect the sport from improper influence. This policy does not attempt to provide an exhaustive list of every possible circumstance in which an integrity threat may occur. Instead, by promoting awareness, accountability, and transparency, this policy aims to safeguard fair competition, protect participants from harm, and preserve the trust of fans, stakeholders, and the broader sporting community.

2. Applicability of Policy

This Sport Integrity Policy is applicable to all USA Diving Covered Individuals. USA Diving will, when reasonable, require contractors who have access to inside information or involvement in Protected Competitions (as defined by the USOPC Bylaws) to comply with this policy as part of their contracts with USA Diving. USA Diving will notify such contractors in writing when this policy applies to them.

All Covered Individuals who participate in an Applicable Competition are required to comply with the integrity standards outlined in the policy. Integrity obligations commence from the time a Covered Individual is selected, accredited, or otherwise becomes eligible to participate in an Applicable Competition and shall continue until all competition-related obligations, including post-event processes, have concluded.

3. Definitions

“Applicable Competition” refers to any competition that is sanctioned, authorized, conducted, administered, or otherwise recognized by USA Diving, whether domestic or international; any event or activity in which USA Diving selects Covered Individuals to participate; and any competition where the USOPC officially designates entrants. Applicable Competitions include, but are

not limited to, the: Olympic and Paralympic Games; Pan American and Parapan American Games; World Championships and other major international competitions where individual and/or team selection is made by USA Diving; and National championships and trials that serve as qualification events for Protected Competitions.

“Covered Individuals” include all USA Diving employees, members of USA Diving’s Board of Directors (the Board of USA Diving), committee and/or task force members with access to high performance information (e.g. the Committee for Competitive Excellence), high-performance athletes and their coaches, national team staff (including all coaches and support personnel), and officials.

“Inside Information” includes: any non-public information that could affect competition outcomes or be used for betting purposes. Examples of Inside Information include, but are not limited to, non-public injury or health information; team selection decisions prior to public announcement; competition strategies or tactics; and training or coaching details.

“Sports Betting” or **“Sports Wagering”** includes attempts to bet, offers to bet, agreements to bet, soliciting betting, facilitating betting, or inducing another to bet on an Applicable Competition, whether or not the wager is ultimately accepted or settled.

4. Prohibitions and Requirements

A. Prohibition on Betting

Covered Individuals may not engage in any form of Sports Betting and/or Sports Wagering on Applicable Competitions. Covered Individuals are prohibited from engaging in any form of wagering, gambling, or staking of money or any other thing of value (whether monetary or non-monetary) in return for accepting or receiving (directly or indirectly) benefits or other things of value (whether monetary or non-monetary) based on the outcome, progress, conduct, or any other competitive aspect of an Applicable Competition.

Prohibitions on Sports Betting or Sports Wagering extend to include, without limitation, wagers placed directly or indirectly: with licensed, unlicensed, domestic or international betting operators (including through licensed or unlicensed sport books, fantasy sport leagues, and futures and/or prediction contracts); through intermediaries or third parties; through use of cash, credit, digital assets, or any other means of payment; and on behalf of oneself or another person on any Applicable Competition.

B. Prohibition on Manipulation

Covered Individuals may not influence, manipulate, or attempt to influence or manipulate any competitive aspect of an Applicable Competition in a way such

that the outcome or any other aspect of the competition is determined (in whole or in part) by something other than the competitors' merits. Examples include, but are not limited to: the result, score, margin, or placing; individual or team performances; statistics, or conduct; specific actions or incidents occurring during a competition (including prop/spot bets); and decisions made by officials.

C. Prohibition on Disclosing Inside Information for Betting

Covered Individuals may not request or disclose, directly or indirectly to any individual that does not have a legitimate need to know, any Inside Information that the individual knows, or should have known, might lead to the information being used for purposes of Sports Betting related to Applicable Competitions. Examples of such non-public information include, but are not limited to, injury or health information, competitive strategy, and training or coaching details.

D. Prohibition on Indirect Violations

Covered Individuals may not direct, request, or encourage third parties to engage in the prohibitions contained in this policy on the Covered Individuals' behalf.

Covered Individuals are prohibited from accepting or receiving benefits or other things of value in connection with sports betting, the disclosure of inside information, and/or competition manipulation.

Covered Individuals are prohibited from soliciting, facilitating, or encouraging other Covered Individuals to bet, wager, or gamble on Applicable Competitions, disclose inside information, or manipulate any aspect of an Applicable Competition.

E. Duty to Report and Cooperate

All Covered Individuals have a continuing obligation to promptly report to USA Diving and/or the USOPC any conduct, incident, approach, invitation, or information the individual knows, suspects, or reasonably should suspect, may constitute a violation of this Sport Integrity Policy or any related integrity rules (e.g., World Aquatics Code of Ethics, the IOC/IPC Code of Ethics). Failure to report such violations may be considered a violation of this policy and may result in disciplinary action or related sanctions.

All Covered Individuals have a duty to cooperate with USA Diving and/or the USOPC in investigating violations of USA Diving's policy and the USOPC Sport Integrity Policy. Cooperation may include sitting for interviews and providing documentation, communications, and other potential evidence. Note that the failure to cooperate with any investigation may be considered a violation of this policy and subject the individual to sanctions.

5. Procedures for Reporting, Reviewing, and Managing Reported Integrity Concerns

Integrity concerns must be timely reported to the USA Diving Integrity Officer, Taylor Payne, attaylor.payne@usadiving.org. Upon receipt of a reported sport integrity concern, the USA Diving Integrity Officer will conduct an initial review to determine whether the matter:

1. Falls under the jurisdiction of another entity, including but not limited to the USOPC, IOC/IPC, World Aquatics, the U.S. Center for SafeSport, USADA, or law enforcement; and/or
2. Requires immediate interim risk-management measures to protect athletes, participants, or competition integrity. Interim measures, such as an interim suspension, may be implemented before a hearing when necessary for athlete safety, participant protection, or preservation of competition integrity, consistent with USA Diving Bylaws.

If the concern is within USA Diving's jurisdiction (in whole or in part), the Integrity Officer will refer the matter to the USA Diving Ethics Committee Chair for review. The Ethics Committee Chair (or Vice Chair if the Chair is unavailable) will assign a panel of three (3) or more Ethics Committee members to review the matter, consistent with the Ethics Committee Charter.

The assigned panel will conduct a preliminary assessment to determine whether the report, if true, would constitute a violation of this Sport Integrity Policy and whether additional fact gathering is appropriate. This assessment may include requesting relevant documents or other evidence, reviewing publicly available information, and interviewing the reporting party, the accused party, and/or other relevant individuals.

If the panel determines further review is warranted, it may:

- request written statements,
- conduct interviews,
- request relevant records and other evidence from USA Diving staff or Covered Individuals, and
- consult with the USOPC, World Aquatics, or other relevant authorities as appropriate.

Following its review, the Ethics Committee panel will make written findings and recommendations. For matters in which the recommended action would not limit a Covered Individual's right to participate in amateur athletic competition,

the Ethics Committee may determine appropriate action, which may include, but is not limited to, the following:

- no action,
- education or corrective action,
- referral to another entity with jurisdiction, and/or
- other measures consistent with USA Diving policies and governing documents.

If the Ethics Committee panel determines that the appropriate action would limit a Covered Individual's right to participate in amateur athletic competition, the matter will be referred to the Board of Review. The Covered Individual will be afforded fair notice of the allegations and an opportunity for a hearing. The Board of Review will appoint a hearing panel of independent, disinterested individuals that includes at least one-third athlete representation, consistent with Section 8.10 and Section 12.6 of the USA Diving Bylaws. The hearing panel will render a decision, which may include sanctions consistent with USA Diving policies and governing documents.

All reports made under, or potential violations of, this policy will be handled as confidentially as reasonably possible, consistent with reporting obligations and applicable law. USA Diving has a zero tolerance for retaliation against individuals who make good faith reports of potential ethical, policy, or legal violations, and who cooperate with investigations of the report. Consult the USA Diving Whistleblower & Anti-Retaliation Policy for more details.

Anyone reporting a perceived violation of this policy must be acting in good faith and have some basis for believing there may be a violation. Anyone who makes a false report knowing that it is false or that it has no basis is in violation of this policy and the USA Diving Code of Conduct. Such a violation may itself be reported under this policy and may lead to serious consequences.

Individuals may also report integrity concerns to the [USOPC Integrity Portal](#) and/or the IOC/IPC Integrity Hotlines. External reporting options do not replace any mandatory reporting obligations to USA Diving unless safety or legal considerations prevent reporting to USA Diving. Upon receipt of any reported integrity concern involving Protected Competitions, the USA Diving Integrity Officer or other compliance contact will immediately notify the USOPC Chief Ethics & Compliance Officer of the potential violation(s). USA Diving is committed to assisting the IOC/IPC, World Aquatics, and the USOPC in ensuring integrity in sport. Where the IOC/IPC, World Aquatics, or the USOPC assert jurisdiction over an integrity review or investigation, USA Diving and all USA Diving Covered Individuals will fully cooperate with the review. USA Diving will recognize and enforce integrity-related sanctions issued by the IOC/IPC, World Aquatics, and/or the USOPC.

6. Education and Training

The sports integrity landscape is ever evolving. To assist in promoting a culture of integrity, transparency, accountability, and respect for fair competition, USA Diving will provide Covered Individuals on an annual basis materials designed to support education and awareness of key sport integrity issues, including, but not limited to: competition manipulation, sports betting, misuse of insider information, reporting obligations, and ethical decision-making. By building knowledge and practical understanding, the materials aim to equip athletes, coaches, officials, administrators, and support personnel with the tools to recognize integrity risks and to appropriately respond.

7. USA Diving Resources

The USA Diving Integrity Officer, Taylor Payne, is responsible for this policy and its enforcement. The Integrity Officer can be contacted with any questions about this policy at taylor.payne@usadiving.org.

8. Additional Resources

Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to USA Diving, 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

Individuals may also report any suspected or known manipulation of an Olympic or Paralympic competition to the relevant authority, including the IOC Integrity Hotline integrity@olympic.org or IPC Whistleblower Channel (as appropriate).

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 USA Diving 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 USA Diving to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org