



## USA TRIATHLON CODE OF CONDUCT

Updated June 2026

### SECTION 1. PURPOSE

This Policy constitutes the Code of Conduct (“**Code**”) of USA Triathlon. This Code is intended to protect the safety and well-being of individuals who associate with USA Triathlon and to ensure that individuals who associate with USA Triathlon conduct themselves with integrity, maintain a high standard of ethical conduct, and uphold USA Triathlon’s Mission, Guiding Principles and Statement of Ethics.

This document delineates the principles and procedures for defining, disclosing, and dealing with violations of USA Triathlon’s conduct standards. Included within the scope of those standards are potential, actual, or perceived conflicts of interest, illegal or unethical conduct, and conduct detrimental to USA Triathlon and/or its Vision and Mission set forth in its Bylaws.

### SECTION 2. APPLICABILITY

This Code applies to all USA Triathlon Affiliated Individuals. An “**Affiliated Individual**” is any USA Triathlon member, member of the board of directors, member of the board of trustees of the USA Triathlon Foundation, officer, committee member, other governance group member, employee, staff, intern, athlete, coach, contractor, sub-contractor, vendor, consultant, volunteer and representative of USA Triathlon member organizations that involve or are governed by USA Triathlon. All such Affiliated Individuals should become familiar with the rules and standards of this Code and the USAT Triathlon Statement of Ethics.

### SECTION 3. LEGAL AND REGULATORY COMPLIANCE

USA Triathlon requires all Affiliated Individuals to follow the Code and comply with all applicable USA Triathlon and United States Olympic & Paralympic Committee (“**USOPC**”) rules, policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act (the “**Sports Act**”); and foreign law as applicable. Where more than one set of laws, regulations, local customs, or norms exist, Affiliated Individuals should comply with the highest standard that applies to them. Questions regarding conflicts of law, such as a conflict between United States and foreign law, should be directed to the USA Triathlon Legal Team.

All Affiliated Individuals are subject to and must comply with the SafeSport Code and submit to the jurisdiction of the U.S. Center for SafeSport (“**the Center**”) for all matters within its authority. The Center has exclusive jurisdiction over certain types of misconduct, as defined in the SafeSport Code, and such matters will be investigated and resolved by the Center. All Affiliated Individuals must abide by and comply with any sanctions, temporary measures, or eligibility determinations imposed by the Center.

No individual who is an employee, contractor, or agent of USA Triathlon may assist a member or former member of USA Triathlon in obtaining a new job (excluding the routine transmission of administrative or personnel files) if the individual knows that the member or former member a) violated the policies or procedures of the Center related to sexual misconduct; and/or b) was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies and procedures of the Center.

#### **SECTION 4. THE CODE OF CONDUCT**

All Affiliated Individuals must:

- Respect and abide by all Bylaws, rules, regulations, policies, and procedures of USA Triathlon and of the facilities and accommodations in which they train and live at and/or use.
- Comply with all applicable USOPC rules, policies and procedures; United States federal, state and local law as applicable, including the Sports Act; and foreign law as applicable.
- Comply with the rules governing fair play and competitive manipulation in the Olympic and Paralympic movements (the USAT Sport Integrity Policy<sup>1</sup>, the USOPC Sport Integrity Policy<sup>2</sup>, the Olympic Movement Code on the Prevention of the Manipulation of Competitions<sup>3</sup>, and/or the IPC Code of Ethics, Section 6.1<sup>4</sup>, as applicable), and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- Respect and comply with the laws of the state and/or country in which the Affiliated Individual is training, traveling, or competing.
- Adhere to the Anti-Doping rules and policies of the International Olympic Committee (“**IOC**”), International Paralympic Committee (“**IPC**”), USOPC, World Anti-Doping Agency (“**WADA**”), U.S. Anti-Doping Agency (“**USADA**”), and World Triathlon.
- Adhere to the rules, regulations, procedures and policies of the Center, including, but not limited to the SafeSport Code and the USA Triathlon Safe Sport Policy, and not engage in any nonconsensual sexual conduct, or unwelcome advance or other inappropriate sexually oriented behavior or action directed toward an athlete, staff member, coach or any other person participating in any capacity in the affairs or activities of USAT (whether or not such person is a member of USAT).
- Be responsible for their own behavior and for reading, understanding, and abiding by all applicable policies for the competitions and events in which they participate.
- Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status and never engage in any verbal, physical or sexual harassment, abuse or misconduct.
- Understand that USA Triathlon is dedicated to combating racism and championing social justice in the multisport community and agree to do what is possible to foster an environment where everyone feels welcome.
- Demonstrate good sportsmanship consistent with the spirit of fair play and responsible conduct by showing respect toward teammates, coaches, competitors, officials, and spectators at all events and competitions; and will refrain from using any obscene language or gesture or other threatening

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<sup>1</sup> [https://www.usatriathlon.org/about/governance#USA\\_Triathlon\\_Sport\\_Integrity\\_Policy](https://www.usatriathlon.org/about/governance#USA_Triathlon_Sport_Integrity_Policy)

<sup>2</sup> [www.usopc.org/compliance-and-audit#Policies and Procedures cs25](http://www.usopc.org/compliance-and-audit#Policies_and_Procedures_cs25)

<sup>3</sup> [www.olympics.com/ioc/prevention-competition-manipulation/regulations-legislation](http://www.olympics.com/ioc/prevention-competition-manipulation/regulations-legislation)

<sup>4</sup> [www.paralympic.org/ipc-handbook](http://www.paralympic.org/ipc-handbook)

language or conduct directed toward any official (including but not limited to USAT or World Triathlon) that is related to any decision made by such official.

- Respect spectators, other USAT members and USAT officials, and refrain from foul language, violence, or behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
- Respect the property of others and not vandalize, damage, or steal any such property.
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code, or brings disrespect or dishonor to themselves, their fellow athletes, USA Triathlon, or the United States, is a Code violation, including if the Affiliated Individual is subject to a ban or suspension by another national governing body.
- Refrain from any intentional act, conduct or omission not provided for above, that is detrimental to the image or reputation of USAT, or the sport of triathlon.
- Understand that, if under the age of 18, their parents or legal guardians may be notified of all written reports of counseling or misconduct.
- Agree to refrain from authorizing the use of photographs, films, or videos of a member in USA Triathlon apparel or equipment or the use of the USA Triathlon logo for the purpose of trade, without the prior written consent of USA Triathlon.
- Upon becoming aware, immediately report a violation of this Code to USA Triathlon Legal Team.

#### Additional Requirements for Specific Groups:

- All Board/Committee Members and USA Triathlon staff and contractors must respect confidentiality appropriate to issues of a sensitive nature.
- All USAT certified officials must conduct themselves impartially, professionally, and in good faith.
- All parents and legal guardians of members who are minors must respect and show appreciation to all competitors, officials, and volunteers, and respect the decisions of officials.

## **SECTION 5. REPORTING OBLIGATIONS**

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Triathlon maintains an “open door” for anyone who has questions or concerns on this Policy or how they or others should conduct themselves.

Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. If an Affiliated Individual needs assistance concerning the applicability of this Code, they should contact the USA Triathlon Legal Team ([legal@usatriathlon.org](mailto:legal@usatriathlon.org)).

**Affiliated Individuals are required to report any actual or potential violations of this Code to USA Triathlon’s Legal Team.**

## **SECTION 6. ANTI-RETALIATION STATEMENT**

USA Triathlon honors and respects the rights of all people to report violations of this Code. USA Triathlon will not tolerate any adverse or discriminatory action, or the threat of an adverse or discriminatory action carried out against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code will itself constitute a violation of the Code.

*For more information about the definition of retaliation and USA Triathlon's zero tolerance approach to retaliation, please see USA Triathlon's Whistleblower Policy on USA Triathlon's [website](#).*

## **SECTION 7. RESOLUTION OF VIOLATIONS**

USA Triathlon takes its obligation to investigate and resolve potential and actual violations of the Code seriously. The Code operates in conjunction with the policies, rules and regulations of USA Triathlon and with applicable U.S. and foreign laws and regulations. Properly filed complaints regarding the violation of the Code will be investigated and resolved by the USA Triathlon Legal Team, or, where appropriate, escalated to the Ethics Committee in accordance with the USA Triathlon Grievance and Disciplinary Policy or other applicable rules and policies as published and available on USA Triathlon's [website](#).

All Affiliated Individuals shall have a duty to cooperate with any investigation or resolution under this Code. A failure to cooperate may be a violation of this Code.

In no event shall USA Triathlon deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Sports Act, the USOPC Bylaws, and the USA Triathlon Grievance and Disciplinary Policy.

## **SECTION 8. RESOURCES**

USA Triathlon's Legal Team can be contacted at [legal@usatriathlon.org](mailto:legal@usatriathlon.org). Affiliated Individuals may contact the team with any questions or complaints.

Athlete members also may contact the Team USA Athletes' Commission representatives, athlete representative(s) to the Board of Directors, or the USA Triathlon Athletes' Advisory Council.

Specific to the Olympic and Paralympic Movement:

- 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 Triathlon athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes, Age-Group Team USA athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should contact USA Triathlon to understand additional resources and options available to them.

Email: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

Website: [www.usathlete.org](http://www.usathlete.org)

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.

Hotline: (877) 404-9935

Website: [usopc.ethicspoint.com](http://usopc.ethicspoint.com)