



CODE OF CONDUCT

Policy Owner: Compliance and Membership Services Manager, USABS

Effective Date: December 1, 2022

Introduction

The Code of Conduct (the “Code”) provides a foundation for ethical behavior in support of USABS’ mission “to achieve sustained competitive success in bobsled and skeleton and pursue personal excellence and well-being”. Being the “world leader” off the track, requires us to live our values of teamwork, commitment, and integrity.

The Code cannot alone further ethical conduct in our sport; that can only come from the personal commitment of the representatives of USA Bobsled | Skeleton. USABS implores all participants to safeguard the sport we love by always acting ethically, and consistently demonstrating the values of USABS.

As the National Governing Body for the Olympic sports of Bobsled and Skeleton in the United States, and because we operate in the public spotlight, we are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires our behavior to confirm to the highest of principals and standards, serving as guardians of the Olympic values, spirit, and ideals.

Section 1. Application

This Code applies to the following individuals (“Protected Individuals”):

- a) Athletes
- b) Members
- c) Employees
- d) Board of Directors
- e) Officers
- f) Committee Members
- g) Task Force Members
- h) Hearing Panel Members
- i) Volunteers
- j) Contractors

Section 2. Responsibilities and Obligations

Protected Individuals are responsible for ensuring their actions and behaviors represent and support the mission and values of the organization. A failure to do so will constitute a violation of this Code.

Protected Individuals shall comply with the following:

- a) USABS Bylaws, Policies and Procedures;
- b) USOPC Bylaws, Policies and Procedures;
- c) Olympic Movement Code on the Prevention of the Manipulation of Competitions;

- d) IPC Code of Ethics (as applicable);
- e) U.S. Center for SafeSport (“the Center”) Policies and Procedures, including, but not limited to, the Center’s SafeSport Code for the Olympic and Paralympic Movement;
- f) World Anti-Doping Agency (“WADA”) Policies and Procedures;
- g) United States Anti-Doping Agency (“USADA”) Policies and Procedures; and
- h) Federal, State and Local Laws.

In addition, Protected Individuals must:

- Conduct all dealings with honesty and fairness.
- In competition, compete to the best of their ability while being safe and sportsmanlike.
- Know, understand, respect, and comply with the laws of the state and/or country in which they are training, traveling, or competing, including, but not limited to, laws governing the possession, use and/or distribution of drugs and alcohol.
- Be responsible for their own behavior and for reading, understanding, and abiding by all applicable policies.
- Respect and abide by all rules, policies and procedures of the facilities and accommodations in which they train.
- Never engage in discrimination, of any kind, on the basis of race, color, religion, age, gender, sexual orientation, or national origin.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, staff members and audience members at all events and competitions.
- Protect information that belongs to USABS, our donors, sponsors, suppliers, and fellow workers.
- Avoid conflicts of interest, both real and perceived, and never use USABS assets or information for personal gain.
- Never assist a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that the member or former member, (a) is in a suspended and/or ineligible status per the U.S. Center for SafeSport’s disciplinary database, (b) violated the policies or procedures of the U.S. Center for SafeSport related to sexual misconduct, and/or (c) was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.

Section 3. Reporting

The USABS community has the right, and obligation, to report alleged violations of this Code and USABS encourages the reporting of such allegations.

- a) **Process to Report.** Suspected violations shall be considered an Administrative Grievance and reported via the Notice of Grievance Form to both the Judicial Committee Chair (judicialcommitteechair@usabs.com) and the USABS CEO (ceo@usabs.com) consistent with [USABS Grievance Procedures](#). Should the allegation be against the Judicial Chair or the USABS CEO, the Notice of Grievance Form should be submitted directly to the USABS Board Chair (boardchair@usabs.com).

Please remember as a reporter, Protected Individuals do not need to (and should not) investigate the matter of concern or determine fault. The Protected Individual does their part by making the concern known so the right people can act.

- b) **Applicable Policy Exception.** The Judicial Committee Chair and the CEO may redirect a report if, based on the matter reported, it is more appropriate to be addressed under a more applicable policy.

Section 4. Retaliation

USABS has zero tolerance for Retaliation against a Whistleblower or any Protected Individual who makes good faith reports or cooperates with investigations of alleged violations of this Code. The USABS community has the right to report alleged violations of this Code and USABS encourages the reporting of such allegations. Retaliation is defined pursuant to the [USABS Whistleblower and Anti-Retaliation Policy](#).

Section 5. Investigation, Resolution, and Enforcement

- a) **Investigate, Resolve and Enforce.** USABS takes its obligation to investigate, resolve and enforce potential violations of this Code seriously. Alleged violations reported to USABS will be resolved pursuant to the [USABS Grievance Procedures](#).
- b) **Hearing.** USABS provides for an opportunity for a hearing pursuant to the [USABS Grievance Procedures](#).
- c) **Disinterested Parties.** Investigation, resolution, and enforcement will be executed by individuals who are unbiased, impartial, and free from conflicts of interests pursuant to the [USABS Grievance Procedures](#).

Section 6. Point of Contact

Individuals in need of further information, guidance and/or enforcement in relation to the Code may contact the following:

Ethics Committee Chair	Email: ethicscommitteechair@usabs.com
CEO	Email: ceo@usabs.com
Director of Operations and Compliance	Phone: 518.241.6254
	Email: compliance@usabs.com

In addition, the USOPC Ethics & Compliance team can serve as a secondary resource for questions and/or concerns regarding this Code. The USOPC Ethics & Compliance team may be contacted at:

Integrity Hotline: 877.404.9935
USOPC Integrity Portal: <https://usopc.ethicspoint.com>

For Athletes with Questions Regarding this Policy:

The Athlete Ombuds provides cost-free, independent, and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombuds can also help athletes connect with legal counsel or mental health resources, if needed. Athletes may contact the Athlete Ombuds at:

PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org