



CODE OF CONDUCT

Effective Date: April 1, 2024

Introduction

The USLA Code of Conduct (the “Code”) has been established to help each of us bring honor and integrity to our country and our sport. Working together not only promotes individual growth, but also creates a spirit of team unity. The purpose of each rule is to have it serve as a guideline to develop your maximum potential. Although not everyone will make an Olympic Luge Team, all of us have the opportunity to put forth an Olympic effort. If you have questions concerning any of these expectations, you should contact the USLA. Your commitment to the USLA is a commitment to the acceptance of these rules, and any violation will result in disciplinary action.

Persons present while any violation of the Code of occurs must leave the area immediately or be considered a participant by choice.

Any person observing or having knowledge of an activity, which may discredit the USLA, harm a program participant, or disrupt the program must approach the offending individual(s) and inform him, her, or them of their unacceptable behavior. If this misbehavior continues, the observer is expected to report it immediately to a staff member or, if a staff member is not available, an athlete representative. The USLA will ensure that the observer is not exposed to any repercussions.

Section 1. Application

The Code applies to the following individuals (“Affiliated Individuals”):

- a) Athletes
- b) Members
- c) Employees
- d) Board of Directors
- e) Committee Members
- f) Contractors (*as designated as applicable by USLA*)

Section 2. Responsibilities and Obligations

Affiliated 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.

Affiliated Individuals shall comply with the following:

- a) USLA Bylaws, Policies and Procedures;
- b) USOPC Bylaws, Policies and Procedures;
- c) Olympic Movement Code on the Prevention of the Manipulation of Competitions (as applicable);
- d) 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;
- e) World Anti-Doping Agency (“WADA”) Policies and Procedures;
- f) United States Anti-Doping Agency (“USADA”) Policies and Procedures; and
- g) Federal, State and Local Laws

In addition, Affiliated Individuals must adhere to the Rules of Conduct:

- a) Maintain an atmosphere of mutual respect toward each other, those we do business with, and those we may come in contact with during the execution of our luge duties and activities.
- b) Athletes should, at all times, show the utmost respect for all coaches, officials, and staff members, and obey any and all instructions given by those in authority. If there is a conflict in instructions, the final decision will be made by the highest ranking staff member present and all parties will abide by the decision without further comment.
- c) Honor not only the rules and regulations of the USLA but also those rules and regulations of any venue or equipment (i.e. training centers, luge facilities, meeting facilities, hotels, rental vans/cars, etc.) both nationally and internationally.
- d) Acknowledge that any loss of property or intentional or unintentional physical damage to the property of any venue that occurs as a result of a violation will be paid for by the individual(s) involved. In the event an individual cannot be specifically identified, the USLA is permitted to spread out the damage costs over other individuals with a connection to the offense (e.g. a hotel room of occupants can be equally charged for damage that may have been caused by only one person but is not provable as such).
- e) Not engage in gross misconduct (i.e., harassment, inappropriate horseplay, stealing, graffiti, etc.), any misconduct not considered to be acceptable by society's standards, or an act of improper decorum.
- f) Not engage in unsportsmanlike conduct, including abusive language in public places, including any social networking venues (i.e. facebook, twitter), temper tantrums, or any such unbecoming attitudes. We are proud of our sport and our country, and should set good examples at all times.
- g) Not divulge information concerning training techniques and technical information to unauthorized persons.
- h) Understand and agree that the FIL Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the FIL, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under USADA Protocol, or to the results management authority of the FIL and/or USLA, if applicable or referred by USADA.
- i) Acknowledge it is the duty of individual members of USLA to comply with anti-doping rules of the World Anti-Doping Agency (WADA), the FIL, the USOPC including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocols for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the FIL, the USOPC and USADA. Should any participant have an illness or medical condition that requires him/her to take a particular medication that is on the WADA list of Prohibited Substances and Prohibited Methods, he/she will apply for approval from the relevant anti-doping organization for the therapeutic use of a prohibited substance by filling out a Therapeutic Use Exemption (TUE) form.
- j) Not possess or use any illegal substances, including recreational drugs. Alcohol abuse will not be tolerated. And we ask, in deference to the athletic nature of what we do, to avoid the use of tobacco.
- k) Recognize harassment, based on sex, age, race, color, religion, national origin or physical condition is prohibited.
- l) Athletes are required to report all injuries and/or concussion symptoms, and any related injury or medical history, to any medical professional administering an annual physical to them, or providing medical attention to them as a result of injury or illness, as well as to their coach and the USLA, in a timely and accurate manner. In the event an injury occurs to an athlete while staying at the OTC, the athlete may be required to vacate the OTC, upon request of either the USOPC or USLA, if the period of time that the athlete will not be permitted to resume any level of training will exceed five (5) days.

- m) In the event any member of the USLA has a complaint/grievance that falls under the control of USLA, NO individual may contact any sponsor (i.e. employees, partners, concerned individuals, et. al.) for any reason related to the complaint/grievance until such time that all hearings (including any appeals) related to the complaint/grievance have been fully completed.
- n) 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. Disciplinary Action

Violations of the Code of Conduct may result in, but not be limited to:

1. Disbarment from a day's schedule of activities.

This action towards a participant not practicing on a given day shall be limited to one occurrence. The second violation will be considered of a more serious nature, and the penalty will be more severe.

2. Athletes may have their movements restricted for a given period of time and confined to a specific location (e.g. confined to the OTC or hotel for a period of time).
3. Community service assigned by the USLA.
4. Fines that don't exceed \$100.
5. Temporary suspension from the program (length to be determined by a disciplinary committee).

If the suspension involves a request for an athlete to return home, then the athlete will be required to reimburse the funding organization (i.e., the USLA, USOPC or USLA sanctioned club) the full cost of returning home, if applicable. The athlete may not return to the program after the suspension until all outstanding financial debts have been settled.

6. Fines that exceed \$100.
7. A written report by a staff member submitted to the CEO and/or Chair of the USLA Board of Directors for further possible action.
8. Loss of opportunity to participate in future programs conducted under the auspices of the USLA.
9. Permanent expulsion from the program and the OTC, and sent home at his/her own expense.

The disciplinary figure on any USLA team is one or all of the coaching staff. Any infraction of the "Rules of Conduct" for points A through G will see immediate disciplinary action enforced by the coaching staff.

A serious infraction of points A through G in the "Rules of Conduct" may see immediate disciplinary action by the coaching staff and further possible disciplinary action decided upon by a committee of three. The committee of three will also decide the disciplinary action for any infraction of points H through N in the "Rules of Conduct."

The committee of three will be made up of the Director of Administration, the Sports Director, and an athlete representative elected according to the Athletes' Council Bylaws. In the event that the disciplinary action

involves either staff person, or no staff person is present, then CEO/Executive Director will fill out the decision-making body. The responsibility for administering the disciplinary action lies with the staff member(s) of the body that decided what disciplinary action to take.

Any disciplinary action being contemplated by the coaches under points 6), 8) and 9) must be decided upon by a committee of three.

Any disciplinary action contemplated under points 8 and 9 must be confirmed by the Board of Directors in line with the procedures under the "Eligibility Code", Section IX, Investigative Procedures, exchanging the term "Code of Conduct" for the term "Eligibility Code" in all instances.

Section 4. Reporting and Resolution.

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

- a) **Reporting.** Suspected violations shall be reported to the Head Coach in the appropriate team slack channel and/or in person. The Head Coach is responsible for reporting to Sports Director and the CEO. Suspected violations not handled as described under the disciplinary action section, as well as any contests to a decision resulting from this Code, shall be considered and Administrated Grievance and reported via the Notice of Grievance Form consistent with the [USLA Grievance Procedures](#).
- b) **Investigate, Resolve and Enforce.** USLA takes its obligation to investigate, resolve and enforce potential violations of this Code seriously. The Head Coach must consult with the Sports Director and CEO to determine if an investigation is needed and resolution.
- c) **Hearing.** Nothing herein negates an athletes' right to a hearing before being declared ineligible. USLA provides for an opportunity for a hearing pursuant to the [USLA Grievance Procedures](#).
- d) **Disinterested Parties.** Investigation, resolution, and enforcement will be executed by individuals who are unbiased, impartial, and free from conflicts of interests.

Section 5. Retaliation

USLA 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 USLA community has the right to report alleged violations of this Code and USLA encourages the reporting of such allegations. Retaliation is defined pursuant to the [USLA Whistleblower and Anti-Retaliation Policy](#).

Section 6. Points of Contact

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

CEO: ceo@usaluge.org

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

