

## Introduction

This document provides a complete collection of all policies and agreements that members must sign when purchasing a USA Field Hockey membership as of May 2026. Beyond those listed here, all USA Field Hockey members must follow all USA Field Hockey policies, including, but not limited to, the Bylaws, Athlete Safety Policy, and Grievance Procedures.

This document is only a centralized location for this information. Members must also denote that they have reviewed these policies, and, when applicable, answer necessary additional questions. This document includes the following:

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## Code of Conduct

This policy constitutes the Code of Conduct (Code) of USA Field Hockey. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with USA Field Hockey, and to ensure that all individuals who associate with USA Field Hockey conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit, and ideals.

### Applicability of Policy

This Policy applies to all USA Field Hockey members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in USA Field Hockey events and activities (collectively, "Affiliated Individuals"). All such Affiliated Individuals should become familiar with the rules and standards of this Code.

### Legal Compliance

USA Field Hockey requires that Affiliated Individuals follow the Code of Conduct and abide by all applicable USA Field Hockey policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act; and foreign law as applicable. If an Affiliated Individual should ever encounter a conflict of law, such as a conflict between United States and foreign law or have any questions about the legality of any action, contact the Director of Membership, Safe Sport, and Governance or the Chair of the Judicial and Ethics Committee for further information and guidance.

### The Code of Conduct

All Affiliated Individuals must:

- Adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, USOPC, World Anti-Doping Agency, U.S. Anti-Doping Agency, and International Hockey Federation (FIH).
- Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code and the USA Field Hockey athlete safety policy.
- Comply with the USOPC Sports Betting Policy, the Olympic Movement Code on the Prevention of the Manipulation of Competitions and any other applicable policies, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- In competition, compete to the best of his or her ability while being safe and sportsmanlike.
- Respect and comply with the laws of the state and/or country in which I am training, traveling, or competing, including, but not limited to, laws governing the possession and

use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.

- Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable policies, including those of USA Field Hockey, as well as the competitions and events in which he or she participates.
- Respect and abide by all other rules, policies, and procedures of USA Field Hockey, and of the facilities and accommodations in which he or she trains and lives at and/or uses.
- Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.
- Refrain from foul language, violence, and 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.
- Agree to refrain from authorizing the use of photographs, films, or videos of a member in USA Field Hockey apparel or equipment or the use of the USA Field Hockey logo for the purpose of trade, without the prior written consent of USA Field Hockey.
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes, USA Field Hockey, or the United States, is a Code violation.
- Understand that, if under the age of 18, his or her parents or legal guardians may be notified of all written reports of counseling or misconduct.
- Understand that any dispute or action arising from this Code of Conduct will be resolved through USA Field Hockey's Complaint Procedures.

Specifically, all Board/Committee Members and USA Field Hockey staff must:

- Function primarily on behalf of USA Field Hockey and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of USA Field Hockey governance documents, policies and procedures.
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

Specifically, coaches, and those functioning as coaches, must:

- Treat all athletes with respect at all times.

- Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.
- Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.
- Be prepared with an executable emergency plan for their primary use facilities that has been shared and practiced.
- Assist the athlete in forming goals and expectations that are realistic and practical with consideration of the age, resources and experience of the athlete.
- Consistently give the athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g. time management, goal setting) at a minimum of once per season.

Specifically, umpires, and those functioning as officials must:

- Maintain a current and thorough knowledge of the rules and officiating procedures of our sport and officiating procedures.
- Conduct themselves impartially, professionally and in good faith.
- Assist with the development of lesser-experienced officials as needed.
- Take ownership of actions and decisions made while [officiating].

Specifically, parents, fans, and spectators must:

- Encourage athletes to compete within the rules and to resolve conflicts positively.
- Never ridicule a participant for making a mistake during a competition, practice or training session.
- Respect the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, and volunteers.

Reporting

Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Field Hockey maintains an “open door” for anyone who has questions or concerns. USA Field Hockey will support all efforts to comply with this Code of Conduct.

If Affiliated Individuals need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager, or the Director of Membership, Safe Sport, and Governance. Affiliated Individuals are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices. Affiliated Individuals

should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. Affiliated Individuals have an obligation to report potential or actual violations of this Code of Conduct to the Director of Membership, Safe Sport, and Governance or [fieldhockeysafe@usafieldhockey.com](mailto:fieldhockeysafe@usafieldhockey.com).

USA Field Hockey has zero tolerance for retaliatory conduct by any Affiliated Individual 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 of Conduct will itself constitute a violation of this Code of Conduct.

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

#### Investigation of Potential Violations

USA Field Hockey takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with the USA Field Hockey Grievance Procedures as published and available on the [USA Field Hockey's website](#). The Judicial and Ethics Committee investigates reported violations, determines if a violation occurred, and imposes discipline if applicable.

In no event shall USA Field Hockey 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 Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USA Field Hockey Grievance Procedures.

#### Anti-Doping.

Participants of USA Field Hockey must comply with the following anti-doping rules and regulations:

- a. Understand and agree to comply with the International Hockey Federation (FIH) 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 FIH, USADA, and USOPC;
- b. Agree to submit to drug testing;
- c. Understand that applicable anti-doping rules would make them subject to penalties including, but not limited to, disqualification and suspension; and

- d. Agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the FIH and/or my national federation, if applicable or referred by USADA.

#### Resources

Affiliated Individuals may contact the Director of Membership, Safe Sport, and Governance, Emily Hewitt at [ehewitt@usafielddhockey.com](mailto:ehewitt@usafielddhockey.com), with questions or complaints. Anonymous reports can be made to [fieldhockeysafe@usafielddhockey.com](mailto:fieldhockeysafe@usafielddhockey.com), or through the reporting form available on the [USA Field Hockey website](#). Athlete members also may contact the Team USA Athletes' Commission Representative or any athlete board member.

*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 NGB 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 their NGB 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.

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

Hotline: 877-404-9935

## Participant Waiver (Minor)

For and in consideration of United States Field Hockey Association, Inc. (“USA Field Hockey”) allowing the minor identified below (the “Minor”) to participate in any USA Field Hockey sanctioned event, but not limited to, athletic competitions, games, tournaments, practices, camps, clinics, tryouts and related activities sanctioned by USA Field Hockey (the “Event” or “Events”); I, for myself and behalf of the Minor, and the Minor’s parents/legal guardians, heirs and next of kin, and any legal and personal representatives, executors, administrators, successors and assigns, hereby agree to and make the following contractual representatives pursuant to this Waiver and Release of Liability, Assumption of Risk and Indemnity Agreement (the “Agreement”);

1. I hereby represent that (i) I am the parent of legal guardian of the Minor; (ii) the minor is in good health and in proper physical condition to participate in the Event; and (iii) the Minor is not under the influence of alcohol or any illicit or prescription drugs which would in any way impair the Minor’s ability to safely participate in the event. I agree that it is my sole responsibility to determine whether the Minor is sufficiently fit and healthy enough to participate in the Event, and that I am responsible for the Minor’s safety and well being at all times and under all circumstances while at the Event.
2. I understand and acknowledge the risks and dangers associated with the Minor's participation in the sport of field hockey, the Events and related activities, including without limitation, the potential for serious bodily injury, sickness and disease (including communicable diseases), permanent disability, paralysis and loss of life; loss of or damage to equipment/property; exposure to extreme conditions and circumstances; contact with other participants, coaches, umpires, officials, spectators, animals or other natural or manmade objects; dangers arising from adverse weather conditions; imperfect field conditions; land, water and surface hazards; equipment failure; inadequate safety measures; participants of varying skill levels; situations beyond the immediate control of the Event Organizers; and other undefined, not readily foreseeable and presently unknown risks and dangers ("Risks"). I understand that these Risks may be caused in whole or in part by the Minor's own actions or inactions, the actions or inactions of others, including, but not limited to those participating in the Event, or the negligent acts or omissions of the Released Parties defined below, and on behalf of the Minor, I hereby expressly assume all such Risks and responsibility for any damages, liabilities, losses or expenses which may be incurred as a result of the Minor's participation in any Event.

3. I understand that the Minor is required to be familiar with and to abide by the Rules and Regulations established for the Event, including but not limited to the Competitive Rules adopted by USA Field Hockey and any safety regulations established for the benefit of all participants. I accept sole responsibility for the conduct and actions of the Minor while he or she is participating in the Event.
4. I agree on behalf of the Minor to abide by and be bound by the applicable USA Field Hockey Bylaws, Code of Conduct and Competition Rules and the SafeSport rules, policies and procedures promulgated by the U.S. Center for Safe Sport as they may be amended from time to time. I agree to the Minor will be subject to the jurisdiction of the U.S. Center for Safe Sport and agree that any sanctions imposed by the Center extend to his/her participation in all USA Field Hockey events or activities and may be posted publicly and include information regarding the misconduct involved.
5. I understand and agree that the FIH 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 FIH, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree, on behalf of the Minor 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 the USADA Protocol, or to the results management authority of the FIH and/or my national federation, if applicable or referred by USADA.
6. On behalf of the Minor, I hereby Release, Waive and Covenant Not to Sue, and further agree to Indemnify, Defend and Hold Harmless the following parties: USA Field Hockey, its member athletes/players, clubs, coaches, umpires, trainers, officials, national teams and futures regions; United States Field Hockey Foundation; United States Olympic and Paralympic Committee (USOPC); the Event Owners, Directors, Organizers, Promoters, Sponsors and Advertisers; the Host Facility/Venue and the Property Owners or Operators where the Event takes place; Law Enforcement Agencies and other Public Entities providing support for the Event; and each of their respective parent, subsidiary and affiliated companies, officers, directors, partners, shareholders, members, agents, employees and volunteers (Individually and Collectively, the "Released Parties" or "Event Organizers"), with respect to any liability, claim(s), demand(s), cause(s) of action, damage(s), loss or expense (including court costs and reasonable attorneys fees) of any kind or nature ("Liability") which may arise out of, result from, or relate in any

way to the Minor's participation in the Event, including claims for Liability caused in whole or in part by the negligent acts or omissions of the Released Parties. I further agree that if, despite this Agreement, the Minor, or anyone on the Minor's behalf, makes a claim for Liability against any of the Released Parties, I will indemnify, defend and hold harmless each of the Released Parties from any such Liabilities which any may be incurred as the result of such claim.

I hereby warrant that I am of legal age and authorized to enter into this Agreement on behalf of the Minor, that I have read this Agreement carefully, understand its terms and conditions, acknowledge that I will be giving up substantial legal rights by signing it (including the rights of the Minor, the Minor's parents/legal guardians, heirs and next of kin, and any legal and personal representatives, executors, administrators, successors and assigns), acknowledge that I have signed this Agreement without any inducement, assurance or guarantee, and intend for my signature to serve as confirmation of my complete and unconditional acceptance of the terms, conditions and provisions of this Agreement. This Agreement represents the complete understanding between the parties regarding these issues and no oral representations, statements or inducements have been made apart from this Agreement. If any provision of this Agreement is held to be unlawful, void, or for any reason unenforceable, then that provision shall be deemed severable from this Agreement and shall not affect the validity and enforceability of any remaining provisions.

## Participant Waiver (Adult)

For and in consideration of United States Field Hockey Association, Inc. ("USA Field Hockey") allowing me, the undersigned, to participate in any USA Field Hockey sanctioned event, including, but not limited to, athletic competitions, games, tournaments, practices, camps, clinics, tryouts and related activities sanctioned by USA Field Hockey (the "Event" or "Events"); I, for myself, and on behalf of my spouse, children, guardians, heirs and next of kin, and any legal and personal representatives, executors, administrators, successors and assigns, hereby agree to and make the following contractual representations pursuant to this Waiver and Release of Liability,

Assumption of Risk and Indemnity Agreement (the "Agreement");

1. I hereby represent that (i) I am at least eighteen (18) years of age or older; (ii) I am in good health and in proper physical condition to participate in the Event; and (iii) I am not under the influence of alcohol or any illicit or prescription drugs which would in any way impair my ability to safely participate in the Event. I agree that it is my sole responsibility to determine whether I am sufficiently fit and healthy enough to participate in the Event, that I am responsible for my own safety and well being at all times and under all circumstances while at the Event.
2. I understand and acknowledge the risks and dangers associated with participation in the sport of field hockey, the Events and related activities, including without limitation, the potential for serious bodily injury, sickness and disease (including communicable diseases), permanent disability, paralysis and loss of life; loss of or damage to equipment/property; exposure to extreme conditions and circumstances; contact with other participants, coaches, umpires, officials, spectators, animals or other natural or manmade objects; dangers arising from adverse weather conditions; imperfect field conditions; land, water and surface hazards; equipment failure; inadequate safety measures; participants of varying skill levels; situations beyond the immediate control of the Event Organizers; and other undefined, not readily foreseeable and presently unknown risks and dangers ("Risks"). I understand that these Risks may be caused in whole or in part by my own actions or inactions, the actions or inactions of others, including those participating in the Event, or the negligent acts or omissions of the Released Parties defined below, and I hereby expressly assume all such Risks and responsibility for any damages, liabilities, losses or expenses which I incur as a result of my participation in any Event.
3. I agree to be familiar with and to abide by the Rules and Regulations established for the Event, including but not limited to the Competitive Rules adopted by USA Field

Hockey and any safety regulations established for the benefit of all participants. I accept sole responsibility for my own conduct and actions while participating in the Event.

4. I agree to abide by and be bound by the applicable USA Field Hockey Bylaws, Code of Conduct and Competition Rules and the SafeSport rules, policies and procedures promulgated by the U.S. Center for Safe Sport as they may be amended from time to time. I agree to be subject to the jurisdiction of the U.S. Center for Safe Sport and agree that any sanctions imposed by the Center extend to my participation in all USA Field Hockey events or activities and may be posted publicly and include information regarding the misconduct involved.
5. I understand and agree that the FIH 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 FIH, USADA, and the USOC 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 the USADA Protocol, or to the results management authority of the FIH and/or my national federation, if applicable or referred by USADA.
6. I hereby Release, Waive and Covenant Not to Sue, and further agree to Indemnify, Defend and Hold Harmless the following parties: USA Field Hockey, its member athletes/players, clubs, coaches, umpires, trainers, officials, national teams and futures regions; United States Field Hockey Foundation; United States Olympic and Paralympic Committee (USOPC); the Event Owners, Directors, Organizers, Promoters, Sponsors and Advertisers; the Host Facility/Venue and the Property Owners or Operators where the Event takes place; Law Enforcement Agencies and other Public Entities providing support for the Event; and each of their respective parent, subsidiary and affiliated companies, officers, directors, partners, shareholders, members, agents, employees and volunteers (Individually and Collectively, the "Released Parties" or "Event Organizers"), with respect to any liability, claim(s), demand(s), cause(s) of action, damage(s), loss or expense (including court costs and reasonable attorney's fees) of any kind or nature ("Liability") which may arise out of, result from, or relate in any way to my participation in the Event, including claims for Liability caused in whole or in part by the negligent acts or omissions of the Released Parties. I further agree that if, despite this Agreement, I, or anyone on my behalf, makes a claim for Liability

against any of the Released Parties, I will indemnify, defend and hold harmless each of the Released Parties from any such Liabilities which any may be incurred as the result of such claim.

I hereby warrant that I am of legal age and competent to enter into this Agreement, that I have read this Agreement carefully, understand its terms and conditions, acknowledge that I will be giving up substantial legal rights by signing it (including the rights of my spouse, children, guardians, heirs and next of kin, and any legal and personal representatives, executors, administrators, successors and assigns), acknowledge that I have signed this Agreement without any inducement, assurance or guarantee, and intend for my signature to serve as confirmation of my complete and unconditional acceptance of the terms, conditions and provisions of this Agreement. This Agreement represents the complete understanding between the parties regarding these issues and no oral representations, statements or inducements have been made apart from this Agreement. If any provision of this Agreement is held to be unlawful, void, or for any reason unenforceable, then that provision shall be deemed severable from this Agreement and shall not affect the validity and enforceability of any remaining provisions.

## Photo Waiver Release

USA Field Hockey and our member clubs frequently take photos and videos of training and gameplay and more for use in our web-based publications, social media, promotional and recruiting materials. I hereby grant the releasee permission to use photographs and/or likenesses in any of the following:

I understand and agree that photographs in the possession of the USA Field Hockey shall become the property of the USA Field Hockey. I hereby waive my right to inspect or approve the photographs by which my likeness appears. I hereby hold harmless, release, and forever discharge USA Field Hockey from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or behalf of my estate have or may have by reason of this authorization.

## Concussion Awareness

USA Field Hockey encourages all coaches, umpires, players, and parents to familiarize themselves with the symptoms and treatment of concussions. Concussions, as with other sport injuries, are a serious medical condition and should be treated properly.

Concussions can present serious short-term and long-term risks to members of all ages. Members must be aware of the symptoms and treatment for concussions. Those showing symptoms of a concussion should be evaluated and removed from the field of play, if necessary. Those identified with a concussion must complete necessary return to play protocols prior to returning to practice or play. Members must review the definition, symptoms, and relevant state laws about concussions: [Concussions | USA Field Hockey](#)

USA Field Hockey encourages all members to complete the [CDC: HEADS UP](#) online training or a comparable course. By signing below, you are stating that you have read the above and will comply with all necessary concussion protocol.

## SafeSport Opt-In

USA Field Hockey is the national governing body of field hockey in the United States, as appointed by the United States Olympic and Paralympic Committee. USA Field Hockey wants field hockey, and all sports, to be safe, fun and inclusive for all participants. In February 2018, the federal government established a law Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017. The Act went into effect “to prevent the sexual abuse of minors and amateur athletes by requiring the prompt reporting of sexual abuse to law enforcement authorities, and for other purposes.” While many believe that this act primarily applies to National Governing Bodies (NGBs) such as USA Field Hockey, Paralympic Organizations and their member organizations, it also directly or indirectly applies to all amateur youth sports organizations and is designed to prevent abuse in sports. USA Field Hockey is proud to offer SafeSport Training free to all adult members, and mandates SafeSport Training and Certification for adults who have regular contact with or authority over amateur athletes who are minors, in accordance with federal law.

As an adult member of USA Field Hockey, in your role in field hockey, do you have regular contact with or authority over amateur athletes who are minors (under 18). Note: If you routinely train with or play on a team or in a league with minors, please check YES.

If you select yes, you will need to take the U.S. Center for SafeSport Training for your membership to be current and active, and to participate in USA Field Hockey events. The training is free and online, and takes approximately 90 minutes to complete. You will be able to take the training after your membership purchase is complete. The course will remain in your membership profile and you will receive frequent email reminders from USA Field Hockey until you complete the course and receive the SafeSport Certification. SafeSport Training is required annually and after your initial training is completed, a refresher course will need to be taken, this training will take approx. 20 minutes. In addition to this being a federal mandate, USA Field Hockey is proud to be the safest sport to play and thanks you for your prompt compliance.

If you select NO, confirming that you do not have regular contact with or authority over amateur athletes who are minors, SafeSport Training is optional but encouraged. USA Field Hockey recommends all adult members become SafeSport Certified and provides free online training. A course link will be available in your member profile upon completion of membership registration. If at any time during the year your role in field hockey changes, or a minor is added to your team or league, please return to your member profile to complete the SafeSport Training.

Lastly, if you are not sure how to respond and need more information or assistance, please reach out to [fieldhockeysafe@usafieldhockey.com](mailto:fieldhockeysafe@usafieldhockey.com). I certify that I am an adult member of USA Field Hockey and that I have regular contact or authority over amateur athletes who are minors and therefore require SafeSport Training and Certification to activate my membership.