



**USA Pentathlon Multisport  
Code of Conduct  
July 2026**

**1. Applicability**

This Code of Conduct ("Code") applies to all members of USA Pentathlon Multisport (USAPM), including board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, volunteers, and athletes participating in USAPM events and activities. All individuals are expected to know and follow the standards outlined herein.

**2. Member and Participant Agreement**

As a precondition of participation in any USAPM event or activity, I agree to:

- a. Uphold the values of the Olympic and Paralympic movements: mutual understanding, fair play, friendship, determination, equality, inspiration, and courage.
- b. Abide by anti-doping regulations of the International Olympic Committee (IOC), United States Olympic & Paralympic Committee (USOPC), World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), and UIPM.
- c. Understand and agree to comply with the UIPM 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 UIPM, USADA, and USOPC.
- d. Agree to submit to drug testing.
- e. Understand that applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension.
- f. 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 UIPM and/or my national federation, if applicable or referred by USADA.
- g. Comply with the [U.S. Center for SafeSport rules](#) and [USAPM's Athlete Safety Policy](#) to foster a safe, inclusive, and abuse-free environment.
- h. Adhere to the Olympic Movement Code on Prevention of Manipulation of Competitions and refrain from corrupt or manipulative conduct.
- i. Follow all local, state, national, and international laws, especially those relating to controlled substances and the provision of alcohol to minors.
- j. Accept responsibility for my own conduct and ensure familiarity with relevant rules and policies.
- k. Respect all USAPM policies and the rules of facilities, accommodations, and partners. Reject discrimination based on race, gender, sexual orientation, religion, nationality, or other personal characteristics.
- l. Display good sportsmanship and respect toward teammates, competitors, coaches,

officials, and spectators. Refrain from dishonest, abusive, offensive, violent, or illegal behavior.

- m. Protect the property of others and avoid vandalism or theft.
- n. Allow official event photographers and media to use my likeness for USAPM promotional or fundraising purposes. I will not authorize commercial use of USAPM logos, apparel, or imagery without prior written permission.
- o. Understand that USAPM cannot use my likeness for commercial purposes implying endorsement without my consent.
- p. Recognize that conduct harmful to USAPM's reputation, even if not explicitly stated above, may be considered a violation.
- q. Acknowledge that if under 18, my legal guardian will be informed of any formal reports of misconduct.
- r. Resolve any disputes related to this Code through USAPM's complaint procedures.

### **3. Questions, Complaints, and Athlete Rights**

Violations of this policy and complaints can be sent to USAPM CEO Kevin Montford or to the USAPM Audit and Ethics Committee. Montford is responsible for this policy and its enforcement.

Participants may contact:

USA Pentathlon's Athlete Safety Inbox: [athletesafety@usapentathlon.org](mailto:athletesafety@usapentathlon.org)

USAPM CEO: Kevin Montford, [kmontford@usapentathlon.org](mailto:kmontford@usapentathlon.org)

Audit and Ethics Committee Chair/Board Chair: Tom Shepard: [tomshepard21@gmail.com](mailto:tomshepard21@gmail.com)

Athlete Representative(s) – [bpanderson23@yahoo.com](mailto:bpanderson23@yahoo.com); [schrimsher2@gmail.com](mailto:schrimsher2@gmail.com); [phaelen.french@gmail.com](mailto:phaelen.french@gmail.com); [dennisbowsher@gmail.com](mailto:dennisbowsher@gmail.com);

Athlete Ombuds – Provides free, confidential support regarding athlete rights: - Phone: (719) 866-5000

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

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

Reports to the USOPC Ethics and Compliance Team can be made confidentially or anonymously through the USOPC Integrity Portal (<https://usopc.ethicspoint.com>) or by phone: 1-877-404-9935.

### **4. Ethics and Enforcement**

The USAPM Audit and Ethics Committee, with at least 33% athlete representation, oversees ethics compliance and reviews reported violations.

Any person involved in handling an ethics matter shall act impartially and without conflict of interest.

Violations involving eligibility will be handled in accordance with the USAPM Disciplinary and Grievance Procedures, ensuring a fair hearing.

USAPM prohibits anyone from interfering with SafeSport investigations and will reciprocally enforce USOPC-imposed sanctions.

### **5. No Retaliation**

USAPM strictly prohibits retaliation against any person who reports misconduct in good faith. This includes:

- a. Threats, intimidation, exclusion from training or competition, harassment, or other adverse actions.
- b. Retaliation is a violation of this Code and will result in appropriate disciplinary action. -  
Knowingly filing a false report is also a violation and may result in sanctions.

#### **6. USAPM National Team-Specific Code of Conduct**

In addition to the general provisions above, National Team members agree to: Always act in accordance with the highest standards of sportsmanship and respect.

- a. Participate fully and to the best of their ability in all events unless medically unfit.
- b. Respect all USAPM sponsors and wear designated apparel at all official activities.
- c. Avoid altering or covering sponsor logos on USAPM uniforms without written approval.
- d. Abide by UIPM branding rules, including those regarding visible tattoos and equipment.
- e. Follow additional team rules, such as attendance requirements, confidentiality, and behavioral expectations.

#### **7. Acknowledgment**

By choosing to compete in any USA Pentathlon Multisport (USAPM) or Union Internationale de Pentathlon Moderne (UIPM) sanctioned competition or activity, I acknowledge and agree to abide by this Code of Conduct in its entirety.