

US Olympic and Paralympic Committee Policy



Policy Name: Athlete Code of Conduct for Internally Managed Sport Programs

Publication Date: 12/12/2023

Policy Owner: SVP, Chief of Paralympics and Internally Managed Sport

Applies to: Internally Managed Sport Athletes

Purpose: This policy constitutes the Code of Conduct (Code) for all USOPC Internally Managed Sport (IMS) programs. The Code is intended to protect the safety and well-being of individuals who participate in IMS programs and to ensure that all individuals who participate in IMS programs conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit, and ideals.

1. Applicability of Code

This Code applies to all athlete participants of IMS programs (collectively, “IMS Athletes”). All IMS Athletes should become familiar with the rules and standards of this Code.

USOPC staff members and contractors who work in roles supporting IMS programs are bound to the [USOPC Code of Conduct](#).

2. Legal and Policy Compliance

The USOPC requires that IMS Athletes follow this Code and abide by all applicable USOPC policies and procedures (see Resources section below); 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 IMS Athlete 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, they may contact their sport director, the USOPC’s Legal Team, or the USOPC Ethics Team for further information and guidance.

3. The Code of Conduct

I pledge to uphold the spirit of this Code, which guides my conduct as a participant in an Internally Managed Sport Program of the USOPC.

As an IMS Athlete, I hereby promise and agree that I:

- will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, as applicable, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;

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- will notify the USOPC if (i) I have a physical injury or illness that might compromise my ability to compete; (ii) will submit, if requested, to a physical/medical examination by medical personnel approved by the USOPC and authorize the submission of the physical examination/medical information to the USOPC; and (iii) understand that such injury or illness may be the cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.
- will comply with all aspects of the U.S. Center for SafeSport's (the "Center") [SafeSport Code for the U.S. Olympic and Paralympic Movement](#) (the "SafeSport Code") and all other applicable athlete safety policies, procedures and protocols of the USOPC and the Center. Such policies include the [USOPC Athlete Safety Policy](#) and the [USOPC Minor Athlete Abuse Prevention Policies](#);
- will not commit an anti-doping rule violation as defined by the World Anti-Doping Agency (WADA) and agree to comply with all applicable anti-doping rules and policies set forth by WADA, my international federation, the United States Anti-Doping Agency (USADA), the International Olympic Committee (IOC), the International Paralympic Committee (IPC), and/or the USOPC;
- will immediately notify the USOPC at athlete.safety@usopc.org if I have any participation restriction, safety plan(s), temporary measure(s) and/or sanction(s) issued by the U.S. Center for SafeSport, an NGB, or the USOPC, resulting from an alleged violation of the SafeSport Code and/or an NGB or USOPC athlete safety policy;
- will not engage in any conduct that is criminal under any laws applicable to me, 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; and I have the ongoing duty to disclose my criminal history to the USOPC to include arrests and/or convictions that occur during my participation. Failing to disclose, or intentionally misrepresenting, an arrest, plea, or conviction is grounds for disciplinary action regardless of when the offense is discovered or occurred;
- will follow the USOPC's Sports Betting Policy, including not participating or assisting in any gambling or betting activities associated with any event related to my sport, my participation, or any Delegation Event;
- will maintain eligibility to compete under the rules of the IPC or IOC, as applicable, its pertinent committees, its pertinent member organizations, and under the rules of the USOPC;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others, whether personal or public;
- will maintain a level of personal hygiene and cleanliness appropriate to respect those around me;

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- will respect my fellow IMS Athletes, other teams, spectators and officials, and will not engage in any form of discriminatory behavior or any form of verbal, physical or sexual harassment or abuse;
- will follow all applicable Team rules, whether set by Team leadership or adopted by consensus, including rules regarding curfew and required attendance at Team meetings;
- agree to wear the uniforms approved by the USOPC at official activities sponsored by the USOPC as directed by staff, and I agree to compete in the approved Team uniform, where such a uniform is provided, in competitions at which I am supported by the USOPC. I agree to wear the names and logos of USOPC sponsors, suppliers and licensees on Team competition wear, other uniforms and casual wear as provided by the USOPC. I agree to not alter any Team uniform, either by removing or obstructing the names or logos of USOPC sponsors, suppliers and licensees or by adding patches, stickers, or other means of displaying unauthorized names, logos or messages;
- agree to not demean or defame the USOPC, or its sponsors, their names, logos, marks, products or services. I acknowledge that endorsing and supporting USOPC sponsors through my actions and words reflects well on the USOPC and on those supporting the USOPC;
- agree to be filmed, videotaped and photographed, and to have my image and voice otherwise recorded, in any media, during any USOPC-sponsored event I am attending, by USOPC official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by the USOPC, under the conditions specified by the USOPC. I hereby grant the USOPC the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, my name, picture, likeness, voice and biographical information for: (1) news and information purposes, (2) promotion of the Paralympic/Olympic movement and the specific competition(s) in which I compete, (3) promotion of the Team, and (4) promotion of the USOPC; in no event may the USOPC use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USOPC Team apparel or equipment or the use of any USOPC logo for the purpose of trade, promotion, fundraising or on merchandise, without the prior written consent of the USOPC;
- will abide by the rules of the IPC/IOC or other Paralympic/Olympic international federation concerning allowable trademark identification on clothing and equipment worn or used in competition or on my body (such as visible tattoos);
- will be responsible for payment of all legal fees and expenses if I require legal representation because I am accused of a doping violation or criminal misconduct, or if for any other reason I require the services of an attorney;
- will act in a way that will bring respect and honor to myself, my teammates, the USOPC, and the United States; and

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- will remember that at all times I am an ambassador for my sport, my country and the Olympic and Paralympic Movement.

4. Reporting Obligations

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

If IMS Athletes need advice or assistance concerning the application of any aspect of these standards, they may consult their sport director or the USOPC Ethics and Compliance Team. IMS Athletes are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices and should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. IMS Athletes have an obligation to report potential or actual violations of this Code, and can do so by reporting to a USOPC staff member, including their sport director, or to the [USOPC Integrity Portal](#). Reports to the USOPC Integrity Portal are directed to the USOPC’s Ethics and Compliance team and will be routed to the appropriate party for response and resolution.

The USOPC has zero tolerance for retaliatory conduct against any person who comes forward with a good faith complaint or issue, including for reporting in good faith an alleged violation of this Code. For more information about the definition of retaliation and the USOPC’s zero tolerance approach to retaliation, please see the Speak Up Policy as published at [USOPC.org](#).

5. Investigation of Potential Violations

The USOPC takes its obligation to investigate potential violations of this Code seriously. All complaints regarding the violation of the Code will be investigated by the appropriate department depending on the alleged violation.

In no event shall the USOPC deny or threaten to deny an athlete the opportunity to participate in protected or amateur athletic competition for a violation of this Code 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 Dispute Resolution Hearing Procedures.

For violations that do not impact an athlete’s opportunity to participate, USOPC staff may impose disciplinary measures proportionate to the violation at their discretion.

6. Resources

IMS Athletes may contact the Senior Director, Internally Managed Sports or their sport director with questions, concerns, or reports of violations of this Code of Conduct.

Additionally, Team USA athletes may contact the Office of 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 IMS 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.

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Ombuds Email: ombudsman@usathlete.org

Ombuds Website: www.usathlete.org

Individuals who wish to report concerns related to this Code of Conduct 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 Integrity Portal](#)

Hotline: 877-404-9935

Athletes who wish to consult specific USOPC policies may do so at the websites linked below:

- [USOPC Ethics and Compliance](#)
- [USOPC Office of Athlete Safety](#)
- [Games Rules and Resources](#)
- Individual sport sites accessible from [TeamUSA.com](#)

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Revision History (beginning December 12, 2023)

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
Policy Revision	SVP, Chief of Paralympics and Internally Managed Sport	Staff Approval, December 12, 2023.	December 12, 2023	December 2024	Revised to be applicable to all Internally Managed Sports and clarify existing requirements.