Code of Conduct Policy
Updated: December 2024

1. Purpose

This policy constitutes the Code of Conduct of USA Archery ("USAA"). This Code of Conduct is intended to protect the safety and well-being of individuals who associate with USAA, and to ensure that all individuals who associate with USAA conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit and ideas. Furthermore, this Code of Conduct is intended to support its Mission and Core Values with the expectation that the people who work for, or on behalf of, USAA shall conduct themselves consistent with same.

2. Mission

The mission of USA Archery is to provide the necessary resources to foster strong athlete participation, competition, and training in the sport of archery.

3. Applicability

This Code of Conduct applies to all employees, volunteers, board members, officers, committee, advisory council and task force members, hearing panel members, contractors, club members, affiliated organizations, and individual members of USAA (collectively, "you").

4. Legal Compliance

USAA requires that you follow the Code of Conduct and abide by all applicable USAA and United States Olympic & Paralympic Committee rules, policies, and procedures; United States federal, state, and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501 – 22529; the U.S. Center for SafeSport Code, and foreign law as applicable. If you 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 CEO: ceo@usarchery.org for further information and guidance.

5. Code of Conduct

You, as an Affiliated Individual, 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 World Archery.

- Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code and the USA Archery Athlete Safety for USA Archery Event Organizers.

- Comply with the USOPC Sports Betting Policy, 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.

- In competition, compete to the best of your ability while being safe and sportsmanlike.

- Respect and comply with the laws of the state and/or country in which you are 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 your own behavior and for reading, understanding, and abiding by all applicable policies, including those of USAA, as well as the competitions and events in which you participate.

- Respect and abide by all other rules, policies, and procedures of USAA, and of the facilities and accommodations in which you train and live at and/or use.

- Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status.

- Respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation discrimination on the basis of race, color, religion, sex, sexual orientation, disability, gender identity, age, national origin, pregnancy, childbirth or related medical conditions, genetic information, veteran status, or any other characteristic protected under applicable federal, state, or local law.

- 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 using photographs, films, or videos of a member in USAA apparel

for the purpose of trade or exploitation, without the prior written consent of USAA.

- Refrain from using the USAA logo or other marks, without prior written consent of USAA.
- 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 yourself, your fellow athletes, USAA, or the United States, is a Code violation.
- Understand that, if you under the age of 18, your 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 USAA's Disciplinary Proceedings and Grievance Policy.

Specifically, all Board/Committee Members and USAA staff must:

- Function primarily on behalf of USAA and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of USAA 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, instructors and coaches, and those functioning as international team staff, 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.
- 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, officials, judges, and other event personnel 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.

6. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USAA maintains an "open door" for anyone who has questions or concerns. USAA will support all efforts to comply with this Code of Conduct. If you need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager (if applicable), USAA's Chief Executive Officer ("CEO"), or the Chair of the Ethics Committee. You are expected to seek advice and clarification promptly when you are uncertain about proper actions or practices. You should be alert and sensitive to situations that could results in unethical, illegal, or improper actions.

You have an obligation to report potential or actual violations of this Code of Conduct to USAA's CEO, the Chair of the Ethics Committee, or to USAA's Athlete Safety division. If you are an employee, you may have other reporting mechanisms as set forth in the Employee Handbook.

Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the Code of Conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action. For additional information on this topic, please consult USAA's Whistleblower Policy. Retaliation is defined in Section 220501(b)(11) of the Ted Stevens Olympic and Amateur Sports Act. The Act states:

> Any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced

meals or housing, and removal from competition carried out against a Protected Individual as a result of any communication, including the filing of a formal complaint, by the Protected Individual or a parent or legal guardian of the Protected Individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with the United States Center for SafeSport; a coach, trainer, manager, administrator, or official associated with the USOPC; the United States Attorney General; a federal or state law enforcement authority; the Equal Opportunity Employment Commission; or Congress.

7. Investigation of Potential Violations

USAA 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 USAA's Bylaws, Disciplinary Proceedings and Grievance Policy, USAA's Safe Sport Policy and Background Screen Criteria and Review Policy, and/or USAA's Whistleblower Policy. A copy of these policies may be found on USAA's website at www.usarchery.org.

In no event shall USAA 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 USAA Disciplinary Proceedings and Grievance Policy.

Individuals may submit complaints to the following:

- USAA Administrative and Right to Compete Complaints may be sent to the USAA CEO and the Chair of the Board of Justice at complaints@usarchery.org
- USAA Ethics Complaints may be sent to the Chair of the Ethics Committee at ethics@usarchery.org
- SafeSport Complaints may be sent to USA Archery at athletesafety@usarchery.org or Report to the U.S. Center for SafeSport at: https://uscenterforsafesport.org/report-a-concern/

8. Resources

You may contact the USAA CEO, the Chair of the Ethics Committee, or USAA Athlete Safety and Compliance using the contact information provided in Section 7 with questions or complaints. Athlete members may also contact the Team USA Athletes' Commission Representative or the Athlete Ombuds.

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 USAA 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 USAA to understand additional resources and options available to them.

EMAIL: ombudsman@usathlete.org
WEBSITE: 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
Hotline: 877-404-9935

9. Contact Information

USAA CEO: ceo@usarchery.org
Chair of the Ethics Committee: ethics@usarchery.org
Athlete Safety and Compliance Administrator: athletesafety@usarchery.org