# USAA NON-ATHLETE PLEDGE

**PLEDGE FOR PARTICIPANTS OTHER THAN ATHLETES**
**(USAA Board Members, Officers, Employees and Volunteers**
**and Coaches, Trainers, Managers, Judges and Officials)**

I pledge to uphold the spirit of the USAA Code of Ethics (Code), which offers a general guide to my conduct as a coach, trainer, manager, judge or official or other supervisor of any athlete who is a member of any team sponsored by USAA, NAA or the USOC (USAA Team) or competing at any USAA, NAA or USOC sanctioned event, training camp or competition (USAA Event,) or as a director, officer, employee or volunteer of USAA. I have been informed that the USAA and NAA have created a Board of Justice to appoint hearing panels to consider appropriate disciplinary and/or other actions following any alleged violation of the Code, and established disciplinary procedures which are set forth in the USAA Bylaws (Complaint Procedures) that will apply if I am charged with any violation of the Code.

I have read, understand and accept (1) the USAA Code of Ethics, including each of the Complaint Procedures, the USAA Harassment and Sexual Abuse Policy, the USAA Sportsmanlike Conduct Policy and the USAA Drugs and Alcohol Policy, (2) if I am also a director, officer, employee or volunteer representing USAA, the USAA Conflict of Interests Policy, and (3) the USAA rules and regulations referred to in the Code of Ethics. I agree to the rules, guidelines and procedures stated in these documents and agree that my conduct as a participant a USAA Event or as a director, officer, employee or volunteer of USAA will at all times comply with all applicable laws, statutes and ordinances.

By signing this Pledge, (1) I agree to abide by the USAA Code of Ethics, including each of the Complaint Procedures, USAA policies, rules and regulations referred to in the Code, (2) I agree to submit any dispute that arises in relation to my participation at any USAA Event or as a director, officer, employee or volunteer of USAA to the Board of Justice or to the hearing panel designated for expedited hearings, if applicable, pursuant to the Complaint Procedures, (3) I acknowledge that any violation by me of the Code, including any of the applicable USAA policies, rules and regulations referred to therein, may result in discipline, including my immediate termination, my immediate dismissal from a USAA Event, my being precluded from participating at a USAA Event or other competition and my being sent home at my own expense, and (4) I acknowledge that the Code, the Complaint Procedures and the USAA policies, rules and regulations apply as soon as I sign this Pledge.

I understand that my signing and acceptance of the provisions of this Pledge is a condition of my participation at any USAA Event, my serving as a director on the USAA Board or my employment or volunteer work with USAA, and that this Pledge must be signed as written, without change, in all applicable places. I understand that I will be subject to the Code, including the applicable USAA policies, rules and regulations referred to therein, for the duration of my term on the USAA Board, the duration of my employment by or volunteer work with USAA or the duration of the activities at any USAA Event, and that the duration of any USAA Event is defined as the period beginning when I arrive at the USAA Event and continuing until I am no longer at such USAA Event.

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Signature Date