This constitutes the Code of Conduct (Code) of US Biathlon. This Code of Conduct is intended to protect the safety and well-being of US Biathlon’s participants, and to ensure US Biathlon’s participants conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic values, spirit, and ideals.

A. APPLICABILITY OF CODE

This Code applies to all US Biathlon members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in US Biathlon events and activities. All such US Biathlon participants should become familiar with the rules and standards of this Code.

B. MEMBERS AND PARTICIPANTS’ AGREEMENT

As a precondition of my participation in any US Biathlon event or activity, I agree to uphold and abide by the Code.

✩ I will respect and conduct myself in accordance with the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play, and similarly with the core Paralympic values, which are determination, equality, inspiration and courage.

✩ I will adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, USOC, World Anti-Doping Agency, U.S. Anti-Doping Agency and [IBU], and commit to promote sport without doping.

✩ I will adhere to the rules and policies of the U.S. Center for SafeSport and the athlete safety policy of US Biathlon, and commit to promote sport free from bullying, hazing, sexual misconduct or any form of emotional or physical abuse.

✩ I will comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
I will respect and comply with the laws of the state 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.

I am responsible for my own behavior and for reading, understanding, and abiding by the policies applicable to me, including those of US Biathlon, as well as the competitions and events in which I participate.

I will respect and abide by all other rules, policies, and procedures of US Biathlon, and of the facilities and accommodations in which we train and live and/or utilize.

I will reject discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.

I will demonstrate good sportsmanship by showing respect toward my teammates, coaches, competitors, officials and audience at all events and competitions.

I will refrain from foul language, violence, behavior deemed dishonest, offensive, intentionally malicious, or illegal.

I will respect the property of others and not vandalize, damage or steal any such property.

I agree to be filmed and photographed by the official photographer(s) and network(s) of US Biathlon under conditions authorized by US Biathlon and give event organizers and US Biathlon the right to use the name, picture, likeness, and biographical information before, during and after the period of participation in these activities to promote the activity or to promote the success of US Biathlon, including the use of my photo for US Biathlon sport promotion and fundraising efforts. I will refrain from authorizing the use of photographs, films or videos of myself or other US Biathlon members in US Biathlon apparel or equipment or the use of the US Biathlon logo for the purpose of trade, without the prior written consent of US Biathlon.

I acknowledge that US Biathlon agrees that in no event may US Biathlon or the event organizers 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.

I agree to refrain from authorizing the use of photographs, films or videos of a member in US Biathlon apparel or equipment or the use of the US Biathlon logo for the purpose of trade, without the prior written consent of US Biathlon.

I 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, US Biathlon, or the United States, is a Code violation.
I understand that, if I am under the age of 18, my parents or legal guardians will be notified of all written reports of counseling or misconduct.

I agree that any dispute or action arising from this Code of Conduct will be resolved through US Biathlon’s Complaint Procedures.

In no event shall US Biathlon 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 be heard in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOC Bylaws and the US Biathlon Complaint Procedures.

C. QUESTIONS, COMPLAINTS, AND ATHLETES’ RIGHTS

Members may contact US Biathlon CEO with questions or complaints. Members also may contact the athlete representative(s) to the Board of Directors as well as the Athletes Advisory Council Representative.

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org

US Biathlon has zero tolerance for retaliatory conduct by any US Biathlon Staff member or member of the US Biathlon Board of Directors or any other official associated with US Biathlon against any participant 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.