

**September 15, 2021**

**CODE OF CONDUCT  
OF  
UNITED STATES FIELD HOCKEY ASSOCIATION**

## 1. Applicability of Policy

This Code of Conduct is applicable to all **USFHA** Affiliated Individuals. “**Affiliated Individuals**” include, but are not limited to, USFHA Individual and Organizational members, USFHA National Team Coaches and Athletes, members of **USFHA**’s Board of Directors (the Board of **USFHA**), officers, committee members, task force members, hearing panel members, employees, contractors and volunteers.

## 2. USFHA Expectations

USA Field Hockey requires that all USFHA Affiliated Individuals read the comprehensive Code of Conduct and abide by these important rules and policies as part of their employment, volunteering, membership and participation.

The following rules/regulations must be followed:

It is only through such conduct that our sport can continue to earn and maintain a positive image and make its full contribution to amateur sports in the United States and around the world. USA Field Hockey supports the following behaviors for those who participate in the sport or are involved in any way with USA Field Hockey. The following essential elements of the "Code of Conduct" must be followed:

- a. Sportsmanship and teaching the concepts of fair play are essential to the game and must be taught at all levels and developed both at home and on the field during practices and games.
- b. The value of good sportsmanship, the concepts of fair play, and the skills of the game should always be placed above winning.
- c. The safety and welfare of the players are of primary importance. All Participants will abide by and be bound by this Code of Conduct and applicable USA Field Hockey Bylaws and Code of Ethic. Members, coaches, athletes and umpires are subject to the jurisdiction of the U.S. Center for Safe Sport and agree that any sanctions imposed by the Center extend to participation in all USA Field Hockey events or activities. Minor Athlete Abuse Prevention Policies (MAAPP) and the SafeSport rules, policies and procedures promulgated by the U.S. Center for Safe Sport also apply and may be amended from time to time.
- d. Coaches must always be aware of the tremendous influence they have on their players. They are to strive to be positive role models in dealing with young people, as well as adults.
- e. Coaches should always demonstrate positive behaviors and reinforce them to players, parents, umpires and spectators alike. Players should be

- specifically encouraged, and positivity reinforced by coaches to demonstrate respect for teammates, opponents, officials and spectators.
- f. Players should always demonstrate positive behavior and respect toward teammates, opponents, coaches, officials, parents and spectators.
  - g. Coaches, players, parents and spectators are expected to demonstrate the utmost respect for umpires and reinforce that respect to players/teammates. Coaches are also expected to educate their players as to the important role of umpires and reinforce the ideal of respect for the umpire to players/teammates.
  - h. Grievances or misunderstandings between coaches, umpires or any other parties involved with the sport should be communicated through the proper channels and procedures, never on or about the field of play in view of spectators or participants.
  - i. Umpires are professionals and are therefore expected to conduct themselves as such and in a manner that demonstrates total impartiality, courtesy and fairness to all parties.
  - j. Coaches and spectators involved with the game must never permit anyone to openly or maliciously criticize, badger, harass or threaten anyone, including umpires, coaches, players, parents or opponents.
  - k. Coaches and Umpires must be able to demonstrate a solid knowledge of the rules of field hockey and should adhere to the rules in both the letter and the spirit of the game.
  - l. Coaches should provide a basic knowledge of the rules to both players and spectators within his/her program. Attempts to manipulate rules in an effort to take unfair advantage of an opponent, or to teach deliberate unsportsmanlike conduct, is considered unacceptable conduct.
  - m. Eligibility requirements, at all levels of the game, must be followed. Rules and requirements such as age, previous level of participation, team transfers, etc, have been established to encourage and maximize participation, fair play and to promote safety.
  - n. Coaches receiving a red card from an umpire during game play at a USA Field Hockey event or Sanctioned event are considered in violation of the Code of Conduct and will be subject to the stated consequences in the USA Field Hockey Tournament Rules and Regulations, in addition to the disciplinary actions stated below.

Additionally, USFHA mandates that members and stakeholders behavior and use of facilities is safe and respectful. The following will not be tolerated:

- a. There will be no possession or use of alcoholic beverages at the host site by anyone under legal drinking age; or anyone if prohibited by the host site.
- b. There will be no possession or use of prescription drugs or USOPC banned substance unless participant is currently under physician's care and

the medication is required for treatment of an illness or injury  
(documentation is required)

- c. Unacceptable behavior will not be tolerated, including but not limited to:
  - a. Any act considered to be an offense under federal, state, local laws and USOPC or USFHA rules, policies and procedures.
    - i. USFHA prohibits that any individual who is an employee, contractor or agent of USFHA from assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that the member or former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the U.S. Center for SafeSport
  - b. The rules governing fair play and competitive manipulation in the Olympic and Paralympic movement (the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, Section 6.1, as applicable)
  - c. Vandalism, damaging property, unauthorized use of equipment or property or theft
  - d. Unsportsmanlike conduct
  - e. Inappropriate horseplay or other misbehavior which physically endangers any person or property

### **3. Reporting and Resolution**

- a. All Code violations shall be reported as soon as possible to the program's director.
- b. Upon notification of a code violation, the program director and appropriate staff members may hold a hearing with the participants involved.
- c. The program director shall have authority to enforce any of the above listed consequences, notifying the participant within at least 24 hours of the hearing.
- d. A recommendation by the program director that the participant be restricted from future programs must be submitted in writing to the USA Field Hockey Ethics Committee, which shall make the final decision.
  - a. Disinterested parties will make up the Ethics Committee and all that have a conflict are asked to recuse themselves. Athlete representation will make up 33.3% of the Committee as per the USFHA bylaws.

- e. The participant has the right to appeal a decision by the Ethics Committee in accordance with the Bylaws of USA Field Hockey.

#### **4. Anti-Retaliation**

USA Field Hockey has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial or legal violations, or who cooperate with investigations of those reports. That means no Affiliated Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis.

Any such retaliation can be reported as described above in the same way as any other policy violation. It will be treated as a violation this Policy and USA Field Hockey's Code of Conduct and may lead to serious consequences including termination of employment or participation for anyone involved in retaliation.

#### **5. Code of Conduct Policy Lead**

Caitie Tornes ([ctornes@usafieldhockey.com](mailto:ctornes@usafieldhockey.com)) can be contacted with any questions about this policy. The Ethics Committee and Chair are responsible for this policy and enforcement of this policy.

#### ***For Athletes With Questions Regarding This Code of Conduct Policy:***

*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](mailto:ombudsman@usathlete.org)  
WEBSITE: [www.usathlete.org](http://www.usathlete.org)*

#### ***For Additional Questions Regarding This Code of Conduct Policy:***

Please contact Holly Shick, Chief Ethics & Compliance Officer, USOPC

PHONE:719-866-2018  
EMAIL:Holly.Shick@usopc.org

**I have read and understand and will abide by the USFHA Code of Conduct Policy.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date