

UNITED STATES LUGE ASSOCIATION

CODE OF CONDUCT

For Luge Athletes, Officials, Members,
Volunteers and Staff participating in training
programs under the auspices of the United States
Luge Association

The following USLA rules have been established to help each of us bring honor and integrity to our country and our sport. Working together not only promotes individual growth, but also creates a spirit of team unity. The purpose of each rule is to have it serve as a guideline to develop your maximum potential. Although not everyone will make an Olympic Luge Team, all of us have the opportunity to put forth an Olympic effort. If you have questions concerning any of these rules, you should contact the USLA for a further explanation. Your commitment to the USLA is a commitment to the acceptance of these rules, and any violation will result in disciplinary action.

GENERAL INFORMATION AND INSTRUCTIONS

Anyone participating in a program conducted under the auspices of the USLA, including residents at the U.S. Olympic Training Centers (OTC), or participating in a USLA program outside of the United States, must abide by its contents.

By signing this document you will be acknowledging that you have read it, understood it, and are willing to abide by its' contents.

Persons present while any violation of the Code of Conduct occurs must leave the area immediately or be considered a participant by choice.

Any person observing or having knowledge of an activity, which may discredit the USLA, harm a program participant, or disrupt the program must approach the offending individual(s) and inform him, her or them of their unacceptable behavior. If this misbehavior continues, the observer is expected to report it immediately to a staff member or, if a staff member is not available, an athlete representative. The USLA will ensure that the observer is not exposed to any repercussions.

RULES OF CONDUCT

- A. All athletes, coaches, staff, officials, members and volunteers will maintain an atmosphere of mutual respect toward each other, those we do business with, and those we may come in contact with during the execution of our luge duties and activities.
- B. Athletes should, at all times, show the utmost respect for all coaches, officials, and staff members, and obey any and all instructions given by those in authority. If there is a conflict in instructions, the final decision will be made by the highest ranking staff member present and all parties will abide by the decision without further comment.

- C. Unacceptable behavior will result in commensurable disciplinary action and will include, but not be limited to:
1. Any act considered to be an offense under, or violation of, Federal, State, or local laws. Local laws include any foreign nation that may be visited during a USLA program.
 2. Any act considered to be a violation of the USLA SafeSport Handbook.
 3. Any act considered to be a violation of the Minor Athlete Abuse Prevention Policy.
 4. Gross misconduct (i.e., harassment, inappropriate horseplay, stealing, graffiti, etc.), any misconduct not considered to be acceptable by society's standards, or an act of improper decorum.
 5. Unsportsmanlike conduct, including abusive language in public places, including any social networking venues (i.e. facebook, twitter), temper tantrums, or any such unbecoming attitudes. We are proud of our sport and our country, and should set good examples at all times.
 6. Any divulgence of information concerning training techniques and technical information to unauthorized persons.
- D. All participants involved in USLA programs will honor not only the rules and regulations of the USLA but also those rules and regulations of any venue or equipment (i.e. training centers, luge facilities, meeting facilities, hotels, rental vans/cars, etc.) both nationally and internationally.
- E. Any loss of property or intentional or unintentional physical damage to the property of any venue that occurs as a result of a violation of section C. or D. above will be paid for by the individual(s) involved. In the event an individual cannot be specifically identified, the USLA is permitted to spread out the damage costs over other individuals with a connection to the offense (e.g. a hotel room of occupants can be equally charged for damage that may have been caused by only one person but is not provable as such).
- F. I understand and agree that the FIL Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the FIL, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under USADA Protocol, or to the results management authority of the FIL and/or USLA, if applicable or referred by USADA.
- G. It is the duty of individual members of USLA to comply with anti-doping rules of the World Anti-Doping Agency (WADA), the FIL, the USOPC including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocols for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the FIL, the USOPC and USADA. Should any participant have an illness or medical condition that requires him/her to take a particular medication that is on the WADA list of Prohibited Substances and Prohibited Methods, he/she will apply for approval from the relevant anti-doping organization for the therapeutic use of a prohibited substance by filling out a Therapeutic Use Exemption (TUE) form.
- H. No one may possess or use any illegal substances, including recreational drugs. Alcohol abuse will not be tolerated. And we ask all our members, in deference to the athletic nature of what we do, to avoid the use of tobacco.
- I. Harassment, based on sex, age, race, color, religion, national origin or physical condition is prohibited.
- J. In the event any member of the USLA has a complaint/grievance that falls under the control of USLA, NO individual may contact any sponsor (i.e. employees, partners, concerned individuals, et. al.) for any reason related to the complaint/grievance until such time that all hearings (including any appeals) related to the complaint/grievance have been fully completed.
- K. All athletes are required to report all injuries and/or concussion symptoms, and any related injury or medical history, to any medical professional administering an annual physical to them, or providing medical attention to them as a result of injury or illness, as well as to their coach and the USLA, in a timely and accurate manner.

In the event an injury occurs to an athlete while staying at the OTC, the athlete may be required to vacate the OTC, upon request of either the USOC or USA Luge, if the period of time that the athlete will not be permitted to resume any level of

training will exceed five (5) days.

DISCIPLINARY ACTION

Violations of the Code of Conduct may result in, but not be limited to:

1. Disbarment from a day's schedule of activities.
This action towards a participant not practicing on a given day shall be limited to one occurrence. The second violation will be considered of a more serious nature, and the penalty will be more severe.
2. Athletes may have their movements restricted for a given period of time and confined to a specific location (e.g. confined to the OTC or hotel for a period of time).
3. Community service assigned by the USLA.
4. Fines that don't exceed \$100.
5. Temporary suspension from the program (length to be determined by a disciplinary committee).
If the suspension involves a request for an athlete to return home, then the athlete will be required to reimburse the funding organization (i.e., the USLA, USOC or USLA sanctioned club) the full cost of returning home, if applicable. The athlete may not return to the program after the suspension until all outstanding financial debts have been settled.
6. Fines that exceed \$100.
7. A written report by a staff member submitted to the CEO and/or Chair of the USLA Board of Directors for further possible action.
8. Loss of opportunity to participate in future programs conducted under the auspices of the USLA.
9. Permanent expulsion from the program and the OTC, and sent home at his or her own expense.

The disciplinary figure on any USLA team is one or all of the coaching staff. Any infraction of the "Rules of Conduct" for points A through E will see immediate disciplinary action enforced by the coaching staff.

A serious infraction of points A through E in the "Rules of Conduct" may see immediate disciplinary action by the coaching staff and further possible disciplinary action decided upon by a committee of three. The committee of three will also decide the disciplinary action for any infraction of points F through I in the "Rules of Conduct."

The committee of three will be made up of two appropriate staff personnel, and at least one athlete representative. If an athlete representative is not available, the two AAC representatives to the Board of Directors will select a replacement. In the event that the disciplinary action involves either staff person, or no staff person is present, then the USLA Recruitment and Development Manager, and USLA CEO/Executive Director, in that order, will fill out the decision making body. In the event that the disciplinary action would subsequently involve any athlete chosen to sit on the discretionary committee, then the two Board of Director Athletic Representatives will select a new representative. The responsibility for administering the disciplinary action lies with the staff member(s) of the body that decided what disciplinary action to take.

Any disciplinary action being contemplated by the coaches under points 6), 8) and 9) must be decided upon by a committee of three. Nothing herein negates an athletes' right to a hearing before being declared ineligible.

Any disciplinary action contemplated under points 8 and 9 must be confirmed by the Board of Directors in line with the procedures under the "Eligibility Code", Section IX, Investigative Procedures, exchanging the term "Code of Conduct" for the term "Eligibility Code" in all instances.

Any person who wishes to contest any decision resulting from this Code of Conduct may do so according to the Grievance Procedure outlined in the bylaws of the USLA.

ACKNOWLEDGMENT

I agree to abide by the provisions and requirements of this Code of Conduct, and understand the possible consequences if its provisions and requirements are violated.

I also agree to be responsible for all costs for damage for which I am deemed responsible.

Signature of Participant

Date

Printed Name

PARENTAL CONSENT FOR DISCIPLINE
AND
AGREEMENT TO PAY DAMAGES

PARTICIPANTS UNDER 18 YEARS OF AGE AT THE TIME THIS FORM IS SIGNED MUST HAVE THIS PORTION COMPLETED BY THEIR PARENTS OR LEGAL GUARDIANS.

This is to certify that I, _____, as parent (guardian) of

_____, do hereby give consent to the United States Luge Association, its assigned officials, and staff to discipline the individual who has acknowledged this copy of the Code of Conduct while a participant in, arriving for, or departing from a program during which this Code of Conduct is applicable. I also agree to be responsible for all costs for damage for which said individual, acknowledging this copy of the Code of Conduct, is deemed responsible.

Signature of Parent of Guardian

Date

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