



USA Pentathlon Multisport Anti-Discrimination Policy

Overview

All athletes, coaches, volunteers, Board of Directors members, Officers, employees, and contractors (referred to hereafter as “Covered Individuals”) are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur.

Organizational Expectations

USA Pentathlon Multisport strives to create and maintain an environment in which people are treated with dignity, decency and respect. The environment of the organization should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. USA Pentathlon Multisport will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and continuous education, USA Pentathlon Multisport will seek to prevent, correct and discipline behavior that violates this policy.

USA Pentathlon Multisport provides an equal opportunity to athletes, coaches, trainers, managers, administrators and officials to participate without discrimination on the basis of race, color, religion, sex, sexual orientation, age, or national origin.

Appropriate disciplinary action will be taken against any Covered Individual who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, or termination.

Managers and supervisors who knowingly allow or tolerate discrimination, harassment or retaliation, including the failure to immediately report such misconduct to Managing Director/CEO, are in violation of this policy and subject to discipline.

Discrimination of this kind may also be strictly prohibited by a variety of federal, state and local laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967 and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws and additional organizational policies adopted by the UIPM and the USOPC.