

## APPENDIX T

### ATHLETE RIGHTS AND RESPONSIBILITIES

(Housekeeping – January 30, 2022)

Amendments to this Appendix T are the responsibility of the Board of Directors. The Athletes Executive Council can modify this Appendix by recommending changes to the Board of Directors for approval.

#### INTRODUCTION

USA Artistic Swimming (“USAAS”) grants the privilege of athlete membership to individuals committed to its mission. The privilege of membership may, therefore, be withdrawn by USAAS at any time where USAAS determines that an athlete member’s conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all athlete members who participate in artistic swimming, USAAS has adopted the Athlete Bill of Rights that follows.

#### ARTICLE 1

##### ELEMENTS OF THE ATHLETE BILL OF RIGHTS

###### **1.01 Participation:**

Athletes have the right to participate in artistic swimming regardless of race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs, mental or physical ability or other defining characteristics. See Appendix P, Code of Ethics.

###### **1.02 Respect and Equity:**

Athletes shall be respected by all members of the USAAS organization including, but not limited to, other athletes, parents, coaches, spectators, officials, employees and volunteers.

Athletes shall not be discriminated against based on race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, family status, socio-economic status, geographical location, nationality, body shape, beliefs, mental or physical ability or other defining characteristics. See Appendix P, Code of Ethics.

###### **1.03 Training and Competition:**

Athletes have the right to:

- Train and compete in an environment that is free from bullying, hazing, harassment, emotional misconduct, physical misconduct, or sexual misconduct in any form. See Appendix Q, Athlete Safety Policy.
- Be instructed by qualified individuals with professional credentials and/or proper organizational training. Qualified individuals are required to comply with Appendix Q, Athlete Safety Policy.

- Make personal health decisions regarding training and competing during global health crises or states of emergency, like earthquake, tornado, hurricane, and similar disasters.
- Request equitable training opportunities, when necessary.
- Train and compete in facilities that are clean and properly maintained.
- Feel comfortable in their swimwear and team apparel. In addition, athletes have the right to train and compete in swimwear that aligns with their gender identity without discrimination, judgement or question.
- Train and compete in routines which use appropriate and non-offensive music and/or theme.
- Train and compete without fear of relinquishing any of the rights listed in this Appendix T.

#### **1.04 Health and Wellness:**

Athletes have the right to pursue, and be supported in the pursuit of, a healthy lifestyle that includes proper nutrition, mental health support, adequate rest and recuperation. They have the right to feel comfortable with their body shape or weight, without being pressured to change through unhealthy diets or restrictive means.

In addition, athletes are entitled to practice proper injury prevention, seek qualified care and take adequate healing time for optimal injury recovery and safety.

#### **1.05 Culture and Religion:**

Athletes have the right to have their cultural and religious practices respected. Athletes may, respectfully, share their beliefs and values within their athletic environment. Athletes may be excused, without repercussions, from training for religious holidays and/or cultural events. Athletes have the right to have their nutritional choices respected for religious and/or cultural practices.

#### **1.06 Communication:**

Athletes shall utilize the lines of communication to share concerns about the USAAS environment, and may do so without jeopardizing their ability to participate and/or negatively impact their success. Violation of Athletes' rights shall be communicated to the appropriate person(s) as follows:

- For concerns about athlete safety, contact the U.S. Center for SafeSport or [safesport@usaartisticswim.org](mailto:safesport@usaartisticswim.org) and see Appendix Q, Article 4, for instructions on mandatory reporting.
- For questions about any other provision of this Appendix T, contact the USAAS Executive Director, the Vice President Diversity, Equality and Inclusion at [dei@usaartisticswim.org](mailto:dei@usaartisticswim.org), or the Athletes Executive Council at [aec@usaartisticswim.org](mailto:aec@usaartisticswim.org).

#### **1.07 Right to Privacy:**

Athletes have a reasonable right to privacy and confidentiality regarding their personal lives, health and well-being.

#### **1.08 Compliance:**

Failure to comply with the Athlete Bill of Rights is a violation of the Code of Ethics. Refer to Appendix P, Article 2 for recommended grievance process.

## **ARTICLE 2**

### **ATHLETE RESPONSIBILITIES DECLARATION**

Athlete members have the responsibility to:

- Uphold the values of USAAS and their club organizations.
- Respect the integrity of the sport.
- Respect the rights and well-being of, and not discriminate against, other athletes, coaches, officials, volunteers, employees and others within the artistic swimming organization and/or other sporting environments.
- Act in accordance with the USAAS Code of Ethics (see Appendix P). Athletes are encouraged to report unethical behavior, including instances of infringement upon or violation of the rights in this Appendix T.
- Comply with the rules of USAAS, and the communities and venues used for training or competition.
- Participate and vote in athlete representatives' elections.
- Attend USAAS meetings and express athlete opinion.
- Inform themselves and be aware of their rights and responsibilities.