

USA Table Tennis Para National Team 2021 Code of Conduct

ATHLETE PLEDGE

I pledge to uphold the **USA Table Tennis Para National Team** Code of Conduct (the “Code”) as a guide to my conduct while representing the United States of America and/or USA Table Tennis (“USATT”), both domestically and internationally in 2021.

I acknowledge that I have a right to notice and a hearing prior to being declared ineligible, if my opportunity to compete is denied, or if I am charged with a violation of this Code. I further acknowledge that if I am found to be in violation of this Code, I may be subject to sanctions up to and including suspension or dismissal from the Para National Team and USATT.

I am aware of the USATT complaint procedure established by the USATT Bylaws.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to represent USA Table Tennis in 2021.

IN ORDER TO BECOME A MEMBER OF THE PARA NATIONAL TEAM, AN INDIVIDUAL MUST SIGN THIS CODE OF CONDUCT IN UNALTERED FORM IN ALL APPLICABLE PLACES.

As a Member of the Para National Team, I hereby promise and agree that I:

- Will abide by all rules related to the Para National Team selection procedures as approved by the Para National Team and USA Table Tennis;
- Have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- Will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic & Paralympic Committee (USOPC) or the International Table Tennis Federation (ITTF) rules;
- Am not currently serving a doping violation and/or do not have a pending or unresolved doping charge; and I understand that a suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Para National Team;

- Will not engage in any conduct that is criminal under any laws applicable to me, 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;
- Have never been convicted of violating a criminal law and have no pending indictment or a pending charge, except as I have listed on Attachment A (except for misdemeanors, which, if known, would not be a factor in my selection as a Para National Team Member or convictions as a minor which have been legally sealed), and I understand that such conviction, indictment or criminal charge may be cause for my not being selected to the Para National Team;
- Understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reason I require the services of an attorney, I will be personally responsible for payment of all such legal fees and expenses;
- Am eligible to compete under the rules of International Table Tennis Federation;
- Will have a valid USA passport for the duration of the time and six months after I am a member of the Para National Team.
- Will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- Will respect the property of others whether personal or public;
- Will respect USATT Staff, Board of Directors, Committee Members and Volunteers, members of the Para National Team Coaching Staff, USATT-Designated Coaches, other Para National Team Members, opposing teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- Will follow the Para National Team's rules and programs, including by way of example: rules regarding curfew, training, required attendance at team meetings, training and competition programs;
- Will play whenever I am selected and will not default or refuse to play when asked by the coach. I understand that if I refuse to play other than for reasons of illness, injury or other extenuating circumstances, I may be liable for sanctions up to and including dismissal from the Team and/or suspension of my USATT membership.
- Will accept the help, assistance, guidance, and support of members of the Para National Team Coaching Staff and/or coaches designated by the USATT High Performance Director for all matches in which I am representing the United States of America and/or USATT. If necessary, I also agree to play without a coach and/or to permit a teammate on the US Para National Team to serve as my coach in such competition. I further agree to assist my teammates on the US Para National Team when necessary to serve as their coach. I further understand that all other persons seeking to serve as my coach when I am representing the United States of America, USATT, and/or the US Para National Team must receive advance written approval from the USATT High Performance Director and the USATT Chief Executive Officer and be fully SafeSport Compliant to serve in such capacity.
- Will respect the needs of the US Para National Team at competitions and events and will assist the Para National Team Coaching Staff when requested, including providing assistance where

possible to my teammates on the Para National Team in competition-related activities such as warm-up play.

- Am aware that USA Table Tennis sponsors, suppliers and licensees provide critical support for the Para National Team and, in recognition of this fact, I will wear designated Para National Team and/or USA Table Tennis apparel at all official Team functions and events in which participation in the event, or related events, is funded (in full or partially) by USATT;
- Will not conceal or cover-up any USA Table Tennis sponsor, supplier or licensee brand or other identification appearing on my USA Table Tennis apparel;
- Agree to be filmed and photographed by the official photographer(s) and network(s) of USA Table Tennis and give event organizers and USA Table Tennis the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the Team on which I compete; in no event may USA Table Tennis 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;
- Will not use or authorize the use of photographs, films or videos of myself in Para National Team and/or USA Table Tennis apparel or equipment or the use of the Para National Team and/or USA Table Tennis logo for the purpose of trade, without the prior written consent of the USA Table Tennis (which consent shall not be unreasonably withheld);
- Will not act as a journalist, media liaison or in any other media capacity during the time that I am a member of the Para National Team;
- Will abide and comply with the Para National Team Social Media Policy, which is attached to this Code and is incorporated by reference as Exhibit B;
- Will act in a way that will bring respect and honor to myself, my teammates, USA Table Tennis and the United States;
- Will abide and comply with USATT's SafeSport Policy and the U.S. Center for SafeSport Code as they exist today or as they may be amended in the future; and
- Will conduct myself as an ambassador for the Para National Team and USATT, my sport, my country and the Olympic Movement.

SOCIAL MEDIA POLICY

About the Para National Team Social Media Policy

USA Table Tennis encourages our Team Members to show the same dedication and passion to their on-line social media presence that they bring to their athletic effort. That's why we've created this Social Media Policy. This policy:

- Explains why and how your personal use of social media benefits USA Table Tennis, as well as

- Para National Team Members;
- Offers practical tips; and
- Creates awareness amongst our Para National Team Members about how our actions and behavior on social media channels may affect the reputation of USA Table Tennis and/or the athlete's reputation outside of the court of competition

Statement of Purpose of USA Table Tennis' Para National Team Social Media Policy

USA Table Tennis encourages the personal use of social media by Team Members to support the Team's mission and programs. Team Member posts on social media can help USA Table Tennis expand its reach and increase its impact by: helping to raise awareness about the mission of the Team and the sport of Table Tennis, building a sense of community among USATT members and potential members, and helping to improve the knowledge or skills of other athletes, coaches, trainers, managers, administrators, and officials, and more.

Social media is an effective communication tool but sometimes it can be challenging for athletes to reconcile their public and private social media activities in terms of their role as a Para National Team. Social media is designed for self-expression and encourages conversations. This policy provides a framework for Para National Team Members to engage in these activities effectively and ethically.

Please feel free to follow, like, or connect with USA Table Tennis official brand presences on social media and share any or all content on your personal social media profiles and networks. However, consider sharing carefully and strategically. Remember that any post or share is likely to trigger reactions that will comment on Para National Team's programs and our official presence. Most of the general content for USATT and/or Para National Team social media accounts, when shared, will automatically incorporate the title of the content. If you are unsure about what to say, you can simply share without commenting.

Statement of USA Table Tennis' Para National Team Social Media Policy

Team Members are both granted permission and encouraged to use social media as a conduit for informing the public about the programs of the organization. This needs to occur in a professional and ethical manner.

Publication and commentary via social media channels carries similar obligations to other Para National Team and/or USATT publications or commentary. All uses of social media must follow the same ethical standards to which Para National Team Members agree in the basic Code of Conduct.

Please note that Para National Team and/or the USATT title or brand may not be used in social media identities, logon ID's and user names without prior approval from the Chief Executive Officer of USATT.

Following USA Table Tennis' Para National Team Social Media Policy

It is best to err on the side of caution. If you are unsure as to whether something is appropriate to post on social media, contact a member of USATT's senior staff before making the post live. If a Para National Team Member, for whatever reason, takes an action that is in conflict with this policy, he or she will be contacted by a member of USATT's senior staff to resolve the situation and may be asked to withdraw, correct, or revise postings.

The Logistics of USA Table Tennis' Para National Team Social Media Policy

In order to help distinguish when you're speaking as an individual and when you're speaking as a Para National Team Member, you may want to consider setting up two accounts for each of the social media tools on which you post. One account would be used for your role as a Team Member, while the other account would be used for your personal postings.

Here are additional logistical tips about using social media to promote the mission of the Para National Team and/or USATT:

- The Para National Team and USATT believe in transparency and honesty. Use your real name, be clear who you are, and identify your capacity as a Para National Team Member and do not post anonymously, using pseudonyms or false screen names.
- Use tags when posting Para National Team and/or USATT content (e.g. #USATableTennis or @USATT) to help ensure your message reaches its targeted audience.
- Post frequently and respond to comments and replies from others quickly and accurately.
- Know and respect your audience, including USATT and its members.
- Be smart and protect your privacy by taking simple steps such as avoiding posting personal details such as phone numbers; reading website privacy policies, making use of privacy settings on social media sites, etc.
- Avoid social media arguments and debates and alert a member of USATT's senior staff if you see a misrepresentation made about the Para National Team and/or USATT in social media.
- If you are accused by anyone of posting something improperly, inform a member of USATT's senior staff of the situation promptly in order to determine best next steps and to quickly resolve the situation.

Content

Regardless of what account you use for posting as a Para National Team Member, be sure to limit your Team- related posts to sharing information about the Team. Negative opinions about other Team Members are not appropriate.

- Before posting, ask yourself if the post will improve knowledge or skills of the Para National Team and/or USATT members, if it contributes directly or indirectly to the improvement of the Para National Team and/or USATT, or if it builds a sense of community or it helps to promote the Para National Team's and/or USATT's mission.
- Write about what you know (if needed, verify any Para National Team or USATT related facts, dates, etc. with a member of USATT's senior staff).
- Remember that what you publish will be around for a long time; consider the content carefully. Strive to make sure it is accurate and professional.
- It is good general practice to link to others' work rather than reproduce it. Adhere to the laws governing copyright and fair use or fair dealing of copyrighted material owned by others, including Para National Team's and/or USATT's own trademarks, copyrights and brands.
- Always ask for permission from a member of USATT's senior staff before identifying a member or sponsor and never discuss confidential details of any individual's or organization's engagement with Para National Team and/or USATT.
- Use your best judgment and be sure to make it clear that any views expressed are yours alone and do not represent the official views of the Para National Team and/or USATT. Don't speak on behalf of our organization. (Use a disclaimer if you have your own blog or social media profile.)
- Don't associate our organization and its logo with any inappropriate content.
- Don't share private and confidential internal information.
- Don't comment on our organization's financial performance.
- Bring out your own personality and say what's on your mind (in a respectful and professional tone).

USATT Senior Staff Directory

Virginia Sung	Chief Executive Officer
Mark Thompson	Chief Operating Officer
Sean O'Neill	High Performance Director

Virginia.Sung@usatt.org
Mark.Thompson@usatt.org
Sean.ONeill@usatt.org

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, toll free at 888.ATHLETE (888.284.5383) or athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USA Table Tennis.