



USA Triathlon Elite Athlete Disciplinary Policy

Updated January 31, 2022 (edits in red)

I. National Team Agreement and Code of Conduct Violation Disciplinary Procedures

These Procedures will be followed if an Athlete is accused of a violation of the USAT National Team Program Athlete Agreement or the USAT Code of Conduct (the "Code").

USAT shall send the alleged violation(s) in writing to the Athlete within seven (7) business days of the incident (Notice).

Within seven (7) business days of the Athlete's receipt of the Notice, the Athlete will meet with either the Elite Triathlon Senior Manager, the Director of Elite Paratriathlon, or the High Performance General Manager to discuss and attempt to resolve the situation.

If a mutually satisfactory resolution cannot be reached at the meeting, then a committee of three members made up of the Athlete Advisory Committee Chair or his/her designee, the Chief Executive Officer and Senior Counsel of USAT will be convened as soon as possible to attempt to resolve the conflict. The Athlete may request that the athlete designated to serve on the committee be substituted by a different athlete if there is a potential conflict of interest. The AAC shall designate a substitute athlete if the Athlete makes such request.

The committee may penalize the Athlete if necessary including, but not limited to (i) removing the Athlete from the National Team Program; (ii) suspending or terminating any of Athlete's benefits detailed in this Agreement; (iii) requiring Athlete to pay a fine; (iv) requiring Athlete to reimburse USAT for any or all monies expended on Athlete's behalf; (v) requiring Athlete to return all uniforms and/or equipment provided by USAT; (vi) taking a combination of the aforementioned actions, or (vii) taking such other actions as may be appropriate based on the nature of the breach.

All proceedings and related information shall be kept confidential until the matter is resolved.

The Athlete shall retain the right to select and meet with an attorney at any time or the Athlete Ombuds Office. The procedures outlined above in no way limit or restrict the Athlete's ability to pursue any other legal or equitable remedy available.

II. USAT Grievance and Disciplinary Policy

An Athlete may appeal any final decision above by seeking relief pursuant to USAT's Grievance and Disciplinary Policy located at: (<https://www.teamusa.org/USA-Triathlon/About/USAT/Governance>).

Athlete Ombuds – Athletes may seek assistance through the Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Email: ombudsman@usathlete.org

Website: usathlete.org

Athlete Ombuds Confidentiality and Privacy Policy:

(A) In general.—The Office of the Athlete Ombuds shall maintain as confidential any information communicated or provided to the Office of the Athlete Ombuds in confidence in any matter involving the exercise of the official duties of the Office of the Athlete Ombuds. (B) Exception.—The Office of the Athlete Ombuds may disclose information described in subparagraph (A) as necessary to resolve or mediate a dispute, with the permission of the parties involved. (C) Judicial and administrative proceedings.—(i) In general.—The ombudsman and the staff of the Office of the Athlete Ombuds shall not be compelled to testify or produce evidence in any judicial or administrative proceeding with respect to any matter involving the exercise of the duties of the Office of the Athlete Ombuds. (ii) Work product.—Any memorandum, work product, notes, or case file of the Office of the Athlete Ombuds—(I) shall be confidential; and (II) shall not be—(aa) subject to discovery, subpoena, or any other means of legal compulsion; or (bb) admissible as evidence in a judicial or administrative proceeding. (D) Applicability.—The confidentiality requirements under this paragraph shall not apply to information relating to—(i) applicable federally mandated reporting requirements; (ii) a felony personally witnessed by a member of the Office of the Athlete Ombuds; (iii) a situation, communicated to the Office of the Athlete Ombuds, in which an individual is at imminent risk of serious harm; or (iv) a congressional subpoena.