



**U S SPEEDSKATING**

## **U.S. SPEEDSKATING CODE OF CONDUCT**

### **Background**

In order to assist all members to better serve the interests of those who participate in speed skating, U.S. Speedskating has adopted this Code of Conduct. The mission of U.S. Speedskating is to encourage participation and the pursuit of excellence in all aspects of speed skating. U.S. Speedskating grants membership to individuals and organizations committed to that mission. Membership may, therefore, be withdrawn or denied by U.S. Speedskating when U.S. Speedskating determines that a member or prospective member's conduct is inconsistent with the mission of the organization, this Code of Conduct, or the best interest of the sport and those who participate in it; provided, however, that any action to withdraw or deny membership in U.S. Speedskating shall be subject to, and shall be done in accordance with, the applicable notice and hearing rights as provided in U.S. Speedskating's Bylaws. Any allegation or complaint of a violation of this Code of Conduct will be evaluated per the procedures defined in the Amended and Restated Bylaws of US Speedskating Article 14.

### **Code of Conduct**

1. Any member or prospective member of U.S. Speedskating may be denied membership, reprimanded, censured, placed on probation, restricted, suspended for a definite or indefinite period of time (with or without terms or probation), fined or expelled from U.S. Speedskating if such member violates the provisions of the U.S. Speedskating Code of Conduct, or aids, abets or encourages another person to violate any of the provisions of the U.S. Speedskating Code of Conduct.
2. The following shall be considered violations of the U.S. Speedskating Code of Conduct:
  - a) Violation of an individual's right to participate in the Olympic Games, the Paralympic Games, a World Championship or other competition that is protected by the Ted Stevens Olympic and Amateur Sports Act, the U.S. Olympic Committee ("USOC") Bylaws, and the U.S. Speedskating Bylaws;
  - b) Violation of the International Olympic Committee ("IOC"), World Anti-Doping Agency ("WADA"), International Skating Union ("ISU"), U.S. Anti-Doping Agency ("USADA") and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC, WADA, ISU, USADA and USOC Rules;
  - c) Discrimination in violation of the USOC Bylaws or the U.S. Speedskating Bylaws, or both;

- d) Any sexual contact or advance or other inappropriate sexually oriented behavior or action directed towards an athlete by a coach, official, trainer, or other person who, in the context of speed skating, is in a position of authority over that athlete;
- e) The providing of alcohol to a U.S. Speedskating member, by a coach, official, trainer, manager or any other person when the U.S. Speedskating member is under the age of 21;
- f) The consumption or purchase of alcohol by a U.S. Speedskating member who is under the age of 21;
- g) Physical abuse or harm, mental abuse, intimidation, coercion, or the threat of physical abuse or harm to a U.S. Speedskating member by any person who, in the context of speed skating, is in a position of authority over that U.S. Speedskating member;
- h) Any act of fraud, deception or dishonesty in connection with any U.S. Speedskating-related activity;
- i) Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any meet official and which is related to any decision made by such official in connection with a U.S. Speedskating-sanctioned competition;
- j) Any improper or serious disturbance, obstruction or disruption of the functions of U.S. Speedskating or which infringe upon the rights, orderly conduct or well-being of others.
- k) Any deliberate or reckless misuse, damage or destruction of property of any person, of U.S. Speedskating, of the ISU, the USOC, the IOC or any other governing or sponsoring body or any other entity involved in any way with U.S. Speedskating.
- l) Any unauthorized use of the U.S. Speedskating name, trademarks, logo or other proprietary assets, whether in a commercial or non-commercial context.
- m) Failure or refusal to comply with a reasonable request, rule, directive or order of an authorized U.S. Speedskating representative or any other authorized representative acting in the performance of his/her duties, including officials of any U.S. Olympic Training Center or other training/competition facility at which an athlete, coach or team leader may be present as a representative of U.S. Speedskating.
- n) Violation of any written team misconduct rule as established by the USOC, ISU or U.S. Speedskating;
- o) Violation of any other applicable rule of the IOC, USOC, ISU or U.S. Speedskating, but specifically excluding rules and agreements on commercialization of athlete properties (i.e., athlete agreements governing the commercial use of athlete images);

- p) Any other act, conduct or omission not provided for above which is detrimental to the image or reputation of U.S. Speedskating or the sport of speed skating.
3. If US Speedskating receives a fine, is issued any form of penalty or incurs costs for any incident or infraction for an issue caused by an individual and not by US Speedskating, then that individual shall be responsible to reimburse US Speedskating for the entire amount of expense incurred.
4. If a member is sanctioned by the IOC, ISU, WADA, USADA, USOC or any other body having jurisdiction above US Speedskating for any infraction, US Speedskating will mirror the sanction imposed by the other organization.
5. By signing this document, a member of U.S. Speedskating warrants that he/she has never been convicted of a felony, nor has a pending felony indictment, or a pending felony charge, except as specifically disclosed in writing to USS along with this Code of Conduct, and the member understands that any such violation, indictment or criminal charge may, at the discretion of USS, be considered a violation of this Code of Conduct.

**RELEASE, WAIVER AND ACCEPTANCE OF CODE OF CONDUCT**

**PLEASE READ CAREFULLY**

I, the undersigned (and parent/guardians when applicable), do hereby for myself, my heirs, executors, and administrators, assign, waive and release all rights and claims for damages, injuries or losses I may have against U.S. Speedskating and associated parties of organization, their officers, coaches, members representatives, agents and others acting for or on their behalf and in any way related to my involvement in a U.S. Speedskating activity.

I, the undersigned, acknowledge that, by signing below, I have read and understand the terms of the U.S. Speedskating Code of Conduct and agree to be bound by its terms.

Printed Name of Member: \_\_\_\_\_

USS Membership Number: \_\_\_\_\_

DOB of Member: \_\_\_\_\_

Signature of Member: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Parent (if member under 18): \_\_\_\_\_

Date: \_\_\_\_\_