



**CODE OF CONDUCT POLICY
OF
USA SHOOTING, INC.**

Effective: April 8, 2024

1. Purpose

This policy constitutes the Code of Conduct (Code) of USA Shooting. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with USA Shooting, and to ensure that all individuals who associate with USA Shooting conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit, and ideals.

2. Applicability of Policy

This Policy applies to all USA Shooting members, athletes, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors (through their written agreement), officials, and volunteers, and anyone participating in USA Shooting events and activities (collectively, "Affiliated Individuals"). All such Affiliated Individuals should become familiar with the rules and standards of this Code.

3. Legal Compliance

USA Shooting requires that Affiliated Individuals be responsible for his or her own behavior and for reading, understanding, and abiding by the Code of Conduct and all other applicable USA Shooting policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act [CHAPTER 2205—UNITED STATES OLYMPIC AND PARALYMPIC COMMITTEE \(contentstack.io\)](#); and foreign law as applicable.

If an Affiliated Individual should ever encounter a conflict of law, such as a conflict between United States and foreign law, or have any questions about the legality of any action, contact Compliance@usashooting.org or Legal@usashooting.org for further information and guidance.

4. The Code of Conduct

All Affiliated Individuals must:

- Adhere to the anti-doping rules and policies of the International Olympic



Committee, International Paralympic Committee, USOPC, World Anti-Doping Agency, U.S. Anti-Doping Agency, International Shooting Sport Federation (“ISSF”) and World Shooting Para Sport (“WSPS”).

- Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code and the USA Shooting athlete safety policies which can be found at [Safe Sport | USA Shooting](#).
- Comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions [Olympic Movement Unit on the Prevention of the Manipulation of Competitions](#) and/or the International Paralympic Committee Code of Ethics [Sec ii chapter 1 1 IPC Code of Ethics.pdf \(paralympic.org\)](#), as applicable, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- In competition, if applicable, compete/coach to the best of his or her ability while being safe and sportsmanlike.
- Respect and comply with the laws of the state and/or country in which I am training, traveling, or competing, 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.
- Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable rules and policies, including those of USA Shooting, as well as the competitions and events in which he or she participates.
- Respect and abide by all other rules, policies, and procedures of USA Shooting, and of the facilities and accommodations in which he or she trains and lives at and/or uses.
- Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status.
- Never engage in activities that undermine fair competition or manipulate the results of competitions.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.
- All affiliated individuals are expected to truthfully represent their own accomplishments and, when representing USA Shooting, to conduct themselves in a manner that positively reflects the values of USA Shooting.



- Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, denigrating, intentionally malicious, or illegal.
- Respect the property of others and not vandalize, damage, or steal any such property.
- Agree to refrain from authorizing the use of photographs, films, or videos of a member in USA Shooting apparel or equipment or the use of the USA Shooting logo for the purpose of trade, without the prior written consent of USA Shooting.
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes/delegation members, USA Shooting, or the United States, is a Code violation.
- Understand that, if under the age of 18, his or her parents or legal guardians will be notified of all written reports of counseling or misconduct.
- Understand that any dispute or action arising from this Code of Conduct will be resolved through USA Shooting's Complaint Procedures detailed in Article XX of the Bylaws.

Specifically, all Board/Committee Members and USA Shooting staff must:

- Function on behalf of USA Shooting and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of USA Shooting governance documents, policies and procedures.
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

Specifically, coaches, and those functioning as coaches, must:

- Treat all athletes with respect at all times.
- Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.
- Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.
- Be prepared with an executable emergency plan for the coach's primary use facilities that has been shared and practiced.
- Assist the athlete in forming goals and expectations that are realistic and practical



with consideration of the age, resources and experience of the athlete.

- Consistently give the athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g. time management, goal setting)
- Coaches and any coaching representative are not permitted to use alcohol or gamble before or during competitions, in the presence of athletes, or when athletes may need to call upon coaches for assistance. It should be noted that during international travel, coaches may be called upon to assist an athlete at any time of day.
- Coaches should discourage gambling in conjunction with athletic events, at playing sites and during any USAS trips.
- When on trips with athletes, either a coach or a coaching representative must attend any events at which an athlete is required to be present.
- When on trips with athletes, the athletes (specifically minor athletes) may request an adult team member, coach or coaching representative to chaperone them as needed while adhering to SafeSport rules.

Specifically, officials, and those functioning as officials must:

- Maintain a current and thorough knowledge of the rules and officiating procedures of our sport and officiating procedures.
- Conduct themselves impartially, professionally and in good faith.
- Assist with the development of lesser-experienced officials as needed.
- Take ownership of actions and decisions made while officiating.

Specifically, parents, fans, and spectators must:

- Encourage athletes to compete within the rules and to resolve conflicts positively.
- Never ridicule a participant for making a mistake during a competition, practice or training session.
- Respect the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, and volunteers.

5. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity.

anyone who has questions or concerns.

efforts to comply with this Code of Conduct.

USA Shooting maintains an "open door" for

USA Shooting will support all

If Affiliated Individuals need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager, or contact Legal@usashooting.org.

- Affiliated Individuals are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices.



- Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions.
- Affiliated Individuals have an obligation to report potential or actual violations of this Code of Conduct to Legal@usashooting.org or Ethics@usashooting.org.

USA Shooting has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

For more information about the definition of retaliation and USA Shooting's zero tolerance approach to retaliation, please see the USA Shooting Whistleblower and Anti-Retaliation Policy [here](#).

6. Investigation of Potential Violations

USA Shooting takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with the USA Shooting's Complaint Procedures, Article XX of the USA Shooting Bylaws as published and available on USA Shooting's website.

In no event shall USA Shooting deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws that can be found [USOPC | Governance Documents And Bylaws](#) and the USA Shooting Complaint Procedures.

7. Resources

Affiliated Individuals may contact Legal@usashooting.org with questions or complaints. Athlete members also may contact the athlete representative(s) to the Board of Directors, and/or the Athletes Advisory Council Representative.

Specific to the Olympic and Paralympic Movement:

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Shooting athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and



should work directly with USA Shooting to understand additional resources and options available to them.

EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org

[USOPC | Team USA Athlete Ombuds](#)

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: [EthicsPoint - USOPC](#)
Hotline: 877-404-9935