



CODE OF CONDUCT

Membership in U.S. Ski & Snowboard is a privilege, not a right. All U.S. Ski & Snowboard members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone else participating in any U.S. Ski & Snowboard activity or event (collectively, "Affiliated Individuals") must agree to conduct themselves according to U.S. Ski & Snowboard's core values of Grit, Excellence, Team, Fun, and Integrity, and read, understand, and abide by this Code of Conduct and all other applicable policies, including those of U.S. Ski & Snowboard, as well as the competitions and events in which they participate. Affiliated Individuals must agree to comport themselves in a sportsmanlike manner and are responsible for their behavior and actions while attending or participating in all U.S. Ski & Snowboard activities (including but not limited to camps, competitions, and projects).

Sportsmanlike conduct is defined as but is not limited to: respect for competition officials, resort employees, fellow members, and the skiing and snowboarding public, respect for facilities, privileges, and operating procedures, the use of courtesy and good manners, acting responsibly and maturely, refraining from the use of profane or abusive language, and abstinence from illegal or immoderate use of alcohol and use of illegal or banned drugs.

While participating in any U.S. Ski & Snowboard activity:

1. Affiliated Individuals shall be subject to the jurisdiction of the International Ski Federation (FIS) Statutes, the United States Olympic & Paralympic Committee (USOPC) Bylaws, the U.S. Ski & Snowboard Bylaws, and this U.S. Ski & Snowboard Code of Conduct.
2. Affiliated Individuals must abide by United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act; and foreign law as applicable.
3. Affiliated Individuals shall conduct themselves at all times and in all places as befit worthy representatives of the United States of America, the USOPC, U.S. Ski & Snowboard, their region, division, state or club and in accordance with the best traditions of national and international competition.
4. Affiliated Individuals are responsible for knowledge of and adherence to competition rules and procedures. Affiliated Individuals are also responsible for knowledge of and adherence to the rules, policies, and procedures of the U.S. Ski & Snowboard national teams, camps, other projects when participating in such, and of the facilities and accommodations in which they train and live at and/or use.
5. Affiliated Individuals shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior, consideration for the physical and emotional well-being of others, and courtesy and good manners.
6. Affiliated Individuals shall abide by U.S. Ski & Snowboard rules and procedures while traveling to and from and participating in official U.S. Ski & Snowboard activities.
7. Affiliated Individuals shall abstain from illegal and/or immoderate consumption of alcohol. Absolutely no consumption of alcohol is permitted for those individuals under the age of 21. Members under 21 years of age shall not participate in gatherings involving consumption of alcohol unless it is an official U.S. Ski & Snowboard or event organizer function. Members under

the age of 18 shall not use any form of nicotine including but not limited to cigarettes, vaping, chewing tobacco, gum, and patches.

8. No Affiliated Individual shall violate the customs, travel or currency regulations of a country while traveling with a U.S. Ski & Snowboard group or on a U.S. Ski & Snowboard ticket.

9. No Affiliated Individual shall commit a criminal act.

10. No Affiliated Individual shall engage in any conduct that could be perceived as harassment based upon gender, gender identity, age, race, ethnicity, national origin, religion, disability, or sexual orientation.

11. Affiliated Individuals will avoid profane or abusive language and disruptive behavior. Members agree that they will not use or tolerate any racist, xenophobic, homophobic, or transphobic language or gestures.

12. Affiliated Individuals understand and agree that they may be drug tested at any time, that they are subject to and will abide by the USADA Protocol for Olympic and Paralympic Movement Testing, its Annexes, and the USOPC National Anti-Doping Policies, and that any dispute related to the foregoing will be resolved exclusively in arbitration pursuant to the USADA Protocol. Before taking any medications, members must check the prohibited status at GlobalDRO.com. Also, they must be sure to download the Supplement 411 app, or visit Supplement411.org to learn how to recognize and reduce the risks related to supplement use. Any anti-doping questions can be directed to Athlete Express at 866.601.2632.

13. Affiliated Individuals agree to abide by the policies and procedures established by the U.S. Center for SafeSport as well as U.S. Ski & Snowboard's Minor Athlete Abuse Prevention Policies (MAAPP).

14. Affiliated Individuals agree to comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions and the IPC Code of Ethics and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.

15. Affiliated Individuals agree to comply with the laws of the state and/or country in which they are 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.

Failure to comply with any of the above provisions may lead to disciplinary action by the appropriate team or competition leader. Disciplinary action may include:

- Removal from the team trip or training camp
- Suspension from training and/or competition
- Elimination of coaching, travel, and other benefits
- Forfeiture of U.S. Ski & Snowboard membership

Affiliated Individuals have an obligation to report potential or actual violations of this Code of Conduct to legal@usskiandsnowboard.org.

U.S. Ski & Snowboard 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 U.S. Ski & Snowboard's zero tolerance approach to retaliation, please see the U.S. Ski & Snowboard [Whistleblower & Anti-Retaliation Policy](#).

U.S. Ski & Snowboard takes its obligation to investigate potential violations of the Code seriously

and is committed to principles of fairness, due process, and equal opportunity. All properly filed complaints regarding the violation of the Code will be investigated in accordance with U.S. Ski & Snowboard's Bylaws, as published and available on U.S. Ski & Snowboard's website. Affiliated Individuals are entitled to be treated fairly and in compliance with U.S. Ski & Snowboard's Bylaws, policies, and procedures. Athletes, coaches, officials, and administrators are entitled to notice and an opportunity for a hearing, in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act and the USOPC Bylaws, before being denied, or being threatened of being denied, from participating in protected or amateur athletic competition as those terms are defined by the USOPC Bylaws. Information on the processes for grievances, suspensions, and appeals is available at usskiandsnowboard.org.

Nothing in this Code of Conduct shall be deemed to restrict the individual freedom of a U.S. Ski & Snowboard member in matters not involving activities in which one could not be perceived as representing U.S. Ski & Snowboard. In choices of appearance, lifestyle, behavior, and speech while not representing U.S. Ski & Snowboard, competitors shall have complete freedom, provided their statements and actions do not adversely affect the name and reputation of U.S. Ski & Snowboard. However, in those events where one is representing or could be perceived as representing U.S. Ski & Snowboard, U.S. Ski & Snowboard demands that its members understand and agree to behave in a manner consistent with the best traditions of sportsmanship and U.S. Ski & Snowboard's core values.

For U.S. Olympic and Paralympic Trials, please see the USOPC's Participant Rules for Racial and Social Demonstrations available at teamusa.org.

Affiliated Individuals may contact U.S. Ski & Snowboard's legal@usskiandsnowboard.org with questions or complaints. Athlete members also may contact the athlete representative(s) to the Board of Directors as well as the Athletes Advisory Council Representative.

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 U.S. Ski & Snowboard 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 U.S. Ski & Snowboard to understand additional resources and options available to them.

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

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.

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