



## **U.S. Association of Blind Athletes Code of Conduct, Statement of Ethics and Member Agreement**

The United States Association of Blind Athletes (USABA) Code of Conduct policy and its mandates apply to officer, employees, members, athletes, members of the Board of Directors and Committees, , and volunteers who participate in USABA events as well as to any contractors whose responsibilities include performing services on behalf of USABA (Covered Individuals"). Each Covered Individual shall be deemed to have accepted the following code of conduct:

I pledge to uphold the spirit of the United States Association of Blind Athletes (USABA) Code of Conduct (the "Code"), which offers a guide to my conduct as a member of the United States Association of Blind Athletes. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my membership in USABA.

### **Statement of Ethics:**

I acknowledge and agree that USABA affirms and holds as fundamental general ethics principles and organizational values:

- Honesty in all dealings;
- Respect for others;
- Integrity;
- Competence in performing tasks within each person's responsibility;
- Accountability for both decisions and the execution of work;
- Teamwork;
- Diversity;
- Equity;
- Inclusion; and
- Nondiscrimination.

### **Anti-Doping Duties:**

It is the duty of individual members of USABA to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), the IBSA, the USOPC including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the IBSA, the USOPC and USADA. Athlete members agree to submit to drug testing by the International Association and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management



authority of the IBSA, if applicable or referred by USADA.

**I hereby promise and agree that:**

- I have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- I will not commit a doping violation as defined by the Olympic/Paralympic Movement Anti-Doping Code (OMADC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), United States Olympic and Paralympic Committee (USOPC) or the International Blind Sports Federation (IBSA) rules;
- I am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- I 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;
- I am eligible to participate under the rules of USABA;
- I will respect the property of others whether personal or public;
- I will respect members of my team, other teams, volunteers, spectators, and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- If I am a coach or staff member, I will complete USOPC SafeSport Program training and will comply with the full spirit and intent of the program;
- I will act in a way that will bring respect and honor to myself, my teammates, USOPC and/or USABA and the United States;
- I will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement;
- I will respect and comply with all rules, policies, procedures, and regulations of the USOPC as well as USABA;
- I will comply with the Olympic Movement Code on the Prevention of Manipulation of Competitions;
- I will comply with the laws of the United States of America and each state by whose laws I may be governed;
- I will not retaliate in any manner against any person who reports an allegation that I have violated this Code of Conduct; and
- I will cooperate in the investigation of any grievance that is filed with USABA, regardless of whether I am the person filing the grievance, the subject of the grievance, or a third person.

**I also acknowledge and agree to the following:**

1. I risk bodily injury, including paralysis, dismemberment and death as well as loss or damage to property;
2. I knowingly and freely assume all such risk;
3. I hereby authorize and give my full consent to USABA to copyright and/or publish any and all photographs, videotapes and/or film in which I appear while attending any USABA event. I further agree that USABA may transfer, use or cause to be used these photographs, videotapes or films for any exhibitions, public displays, publications, commercials, art and advertising



- purposes and television programs without limitations or reservations; and
4. I, for myself and on behalf of my heirs, assigns and next of kin, hereby release, hold harmless and promise not to sue the United States Association of Blind Athletes, their officers, officials, agents and/or employees, with respect to any such injury, paralysis, dismemberment, death and/or loss or damage to property except that which is the result of gross negligence and/or wanton misconduct.

### **Code of Conduct Enforcement Information**

The person responsible for administration of this Code of Conduct generally is Molly Quinn at USABA, [mquinn@usaba.org](mailto:mquinn@usaba.org), 719.866.3220.

Additional information concerning member rights can be obtained from the Office of the USOPC Athlete Ombuds (<https://www.teamusa.org/Athlete-Ombuds>).

### ***USOPC Integrity Portal***

The USOPC maintains on its site a page that provide information as well as a mechanism for reporting concerns. The page can be accessed through the following link: <https://www.usopc.org/reporting-a-concern>.

The Code of Conduct is administered in accordance with the USABA Grievance, Complaint and Appeal Procedures (“Grievance Procedures”). For complete information concerning the Grievance Procedures, members can access the Grievance Procedures online at USABA’s website. By way of summary, any reports concerning violation of the Code of Conduct are received by the USABA Ethics and Judicial Committee, which is responsible for investigation of any grievance. If a grievance is determined to be viable upon initial review, the Ethics and Judicial Committee appoints a hearing panel (which will include at least one-third of its members as qualified athletes) to hear the grievance after providing the member with notice and an opportunity to be heard by disinterested hearing panel members.

### **PARTICIPANTS' AFFIRMATION**

I have read and accept this Code of Conduct and Program Participant Agreement. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of maintaining my USABA membership. For athletes of minority age – (under 18 at time of registration), this is to certify that I, as a parent/guardian of this participant, consent to his/her release of the United States Olympic and Paralympic Committee and the United States Association of Blind Athletes from any and all liabilities incident to his/her involvement in the programs conducted at authorized training and competition sites.

By checking here, this is to certify that I, or as a parent/guardian of this participant, have read and accept this Code of Conduct and Program Participant Agreement. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of maintaining my USABA membership.