



# **Athlete's Code of Conduct**

**Effective January 8, 2024**

# Code of Conduct

## Section A. Legal Compliance

USBC requires you follow to this Code of Conduct and abide by all applicable USBC and USOPC policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501 – 22529; and foreign law as applicable. If you 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 Senior Director of Rules and Compliance.

**Section B. Athlete Safety Violations** – USBC Athlete Safety Code of Conduct and the U. S. Center for SafeSport Code outlines prohibited conduct and applies without regard to age, race or ethnicity, gender identity, sexual orientation, disability or competitive level.

USBC's Athlete Safety Code of Conduct can be found in USBC Athlete Safety Handbook. USBC's SafeSport Policy can be found in Article V of the USBC Bylaws Disciplinary Supplement. Links to additional SafeSport resources, including the code, can be found at [BOWL.com/RVP](http://BOWL.com/RVP).

## Section C. Wagering

USBC recognizes wagering on bowling, Olympic, Paralympic, and other USBC or USOPC events and on athletes where they are participating, for example Calcuttas, may be legal and regulated in the State of Nevada and in a number of foreign jurisdictions. At the same time, it is critical to the avoidance of actual and/or apparent conflicts of interest and to the overall integrity of bowling and the Olympic movement that no affiliated individual promote, support, or otherwise engage in wagering on bowling or Olympic Wagering. Thus, one must at all times refrain from directly or indirectly:

1. Engaging in bowling or Olympic wagering;
2. Promoting bowling or Olympic wagering;
3. Facilitating or otherwise supporting bowling or Olympic wagering;
4. Knowingly sharing confidential athlete, team, or competition information with a person or entity involved in bowling or Olympic wagering; or
5. Attempting to influence the course or result of any competition in connection with bowling or Olympic wagering.

**Section D. Conduct.** As a Member of the Team, I promise and agree to:

1. Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
2. Maintain a level of fitness and competitive readiness which will permit my performance to be at a maximum level of my abilities;
3. Avoid criminal behavior and acts including the mischievous damaging and vandalizing of personal, private and public facilities or property on and away from the venue;
4. Not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the Pan American Sport Organization (PASO), or the USOPC;
5. 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. Purchasing or providing alcoholic beverages to persons under the age of 21 is prohibited at all times.
6. Not exhibit drunkenness and being under the influence of recreational drugs;
7. Refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
8. Refrain from loaning my identification credentials to any athlete;
9. Not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
10. Not use or authorize the use of photographs, films or videos of myself in my USBC Team USA apparel or equipment or the use of the USBC logo for the purpose of trade, without the prior written consent of USBC;
11. Understand that if I require legal representation because I am accused of a doping violation or am

- accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
12. Respect the members of my Team, other teams, spectators and officials, and engage in no form of verbal, physical or sexual harassment or abuse;
  13. Use my best efforts to assist other members of my Team, the Team Manager(s), Team Coaches and Team Staff Members in achieving the goals and objectives of the Team;
  14. Follow my individual Team rules, including by way of example: those specified in the Athlete Agreement, Code of Conduct, and U.S. Team Staff Handbook, rules regarding curfew or attendance at Team meetings or functions as may be specified in writing or by the Team Manager, Team Coach, Team Staff Member or their designee;
  15. Adhere to the USBC Registered Volunteer Code of Conduct and Policies
  16. Act in a way that will bring respect and honor to my Team, USA Bowling, the sport and myself and remember that I am an ambassador for my sport and my country.

**Section E. Infractions of Conduct.**

The following list illustrates conduct which is inconsistent with Team USA Bowling Conduct stated in item 1 and the responsibilities associated with being affiliated with Team USA. This list does not establish a complete set of rules prescribing every aspect of inappropriate behavior and is intended to illustrate a sampling of unacceptable behaviors and their relative level of severity.

1. Level 1
  - a. Verbally abusive, disrespectful, offensive, racist or sexist behavior.
  - b. Being late for curfew or being late or absent from an official event activity (camp, seminar, meeting, competition).
  - c. Unsportsmanlike conduct.
  - d. Public disturbance or nuisance.
  - e. Posting anything negative about USBC, Team USA, USOPC or International Bowling Federation on any social media outlet.
  - f. Failure to follow the dress code as designated by the Team Manager, at an official event or activity.
2. Level 2
  - a. Second offense of Level 1 Infraction.
  - b. Drunkenness or being under the influence of recreational drugs.
  - c. Fighting, public disturbance or nuisance.
  - d. Inappropriate pranks, jokes, or other activities, which endanger the safety of others.
3. Zero Tolerance
  - a. Prior offense(s) of Level 1 and/or 2 Infractions.
  - b. Using recreational drugs at an official competition, event or activity.
  - c. Using performance enhancing substances.
  - d. Engaging in any conduct that is criminal under any laws applicable
  - e. Purchasing, possessing or drinking alcoholic beverages, if under 21 years old.
  - f. Drunkenness at an official competition, event or activity.
  - g. Possession of/or taking/using illegal, banned drugs or controlled substances (includes performance enhancing substances).
  - h. Purchasing or providing alcoholic beverages to persons under the age of 21 years.
  - i. Sexual Harassment

**Section F. Authority and Penalties for Conduct Infractions.** The following are possible penalties/repercussions of behavior which violates this Code of Conduct.

1. Level 1 Infraction
  - a. Earlier curfew.
  - b. Verbal or written reprimand.
  - c. Performance of specified task(s), such as formal written and/or verbal apology or restitution.
  - d. Denial of the privilege to participate in any or all remaining team activity(s) at the event.
  - e. Confinement to room or other controlled area(s).
2. Level 2 infraction.

- a. Any of the penalties described under Level 1 infractions.
  - b. Being sent back to travel point of origin or home-base.
  - c. Probation for one (1) year.
  - d. Suspension from all Team USA Bowling (trials, training camps, etc.) for one (1) year.
  - e. Expulsion from the Team
3. Zero Tolerance infraction.
- a. Immediate suspension from official competition, event or activity.
  - b. Being sent back to travel point of origin or home base.
  - c. If infraction occurs before departure, privileges to travel with the Team and participate in an official competition, event or activity may be revoked.
  - d. Any of the items described under Level 2 infractions.
  - e. Revoking of uniform or other Team supplied items.
  - f. Expulsion from the Team.
  - g. Probation for two (2) years or more.
  - h. Suspension from all Team USA Bowling (trials, training camps, etc.) for (2) years or more.
  - i. Any other penalty that may be deemed appropriate for the particular violation.

### **Section G. Reporting**

Any individual who believes a Team USA Member has committed a code of conduct violation may submit a report to the appropriate policy lead. Upon receipt of a potential code of conduct violation, the policy lead will investigate the claim and submit a report to the Executive Director. Following a majority vote of the Executive Director, High Performance Manager, and Team Coach, one or more of the penalties listed in Section F may be imposed.

An individual will have the opportunity for a hearing executed by a disinterested party for any determination which limits an individual's right to participate. The procedures in the USBC Bylaws Disciplinary Supplement will be followed.

### **Section H. Whistle-Blower**

Any affiliated individual who reports, in good faith, a violation or potential violation of any policy is protected under USBC's Whistle-Blower Policy which is detailed in Article VI of the USBC Bylaws Due Process Supplement. USBC's Whistle-Blower Policy includes a No Retaliation statement.

Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the Code of Conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action.

## **Athlete Ombudsman**

I may contact the USOPC Athlete Ombudsman,  
Kacie Wallace at 719-866-2299 or [kacie@usathlete.org](mailto:kacie@usathlete.org)  
for further information regarding my rights under this Code  
that are not answered by USBC.

Nick Pate, AAC/USOPC representative – [nick.pate@bowl.com](mailto:nick.pate@bowl.com)

## Team USA Member Affirmation

Membership on Team USA is an honor, a distinction few achieve, and an accomplishment universally recognized. The responsibilities are many and include obligations to do my best for my National Governing Body (NGB), the Team and myself.

To this end, I pledge to uphold the spirit of this Code of Conduct, which offers a general guide to my conduct as a member of a US Team. I recognize that this Code cannot establish a complete set of rules, which prescribes every aspect of appropriate behavior. I further recognize that I may be required to abide by the provisions of other authorities (example: Ted Stevens Olympic and Amateur Sports Act, USOPC, Pan Am Games) in which case the stricter provisions shall apply.

I further acknowledge that the Code of Conduct applies immediately upon my selection to the Team and shall continue through and including January 7, 2025 or for as long as I am a member of the Team, whichever occurs first.

I have read and understand this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in this document as written (in unaltered form).

By signing this document, I agree to abide by this Code of Conduct and agree that following the Code of Conduct is a condition of being on the Team and remaining a Member of a U.S. Team.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name