



Athlete's Code of Conduct

Effective January 8, 2022

Code of Conduct

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.

1. **Conduct.** As a Member of the Team, I promise and agree to:
 - a. Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
 - b. Maintain a level of fitness and competitive readiness which will permit my performance to be at a maximum level of my abilities;
 - c. 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;
 - d. 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;
 - e. 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.
 - f. Not exhibit drunkenness and being under the influence of recreational drugs;
 - g. Refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
 - h. Refrain from loaning my identification credentials to any athlete;
 - i. Not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
 - j. 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;
 - k. 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;
 - l. Respect the members of my Team, other teams, spectators and officials, and engage in no form of verbal, physical or sexual harassment or abuse;
 - m. 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;
 - n. 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;
 - o. Adhere to the USBC Registered Volunteer Code of Conduct and Policies
 - p. 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.
2. USBC 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 and RVP 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/SafeSport.

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

4. Authority and Penalties/Repercussions for Conduct Infractions. The following are possible penalties/repercussions of behavior which violates this Code of Conduct. Following a majority vote of the Executive Director, High Performance Manager, and Team Coach, one or more of the following penalties may be imposed for:
 - a. Level 1 Infraction
 - 1) Earlier curfew.
 - 2) Verbal or written reprimand.
 - 3) Performance of specified task(s), such as formal written and/or verbal apology or restitution.
 - 4) Denial of the privilege to participate in any or all remaining team activity(s) at the event.
 - 5) Confinement to room or other controlled area(s).
 - b. Level 2 infraction.
 - 1) Any of the penalties described under Level 1 infractions.
 - 2) Being sent back to travel point of origin or home-base.
 - 3) Probation for one (1) year.
 - 4) Suspension from all Team USA Bowling (trials, training camps, etc.) for one (1) year.
 - 5) Expulsion from the Team
 - c. Zero Tolerance infraction.
 - 1) Immediate suspension from official competition, event or activity.
 - 2) Being sent back to travel point of origin or home base.
 - 3) If infraction occurs before departure, privileges to travel with the Team and participate in an official competition, event or activity may be revoked.
 - 4) Any of the items described under Level 2 infractions.
 - 5) Revoking of uniform or other Team supplied items.

- 6) Expulsion from the Team.
- 7) Probation for two (2) years or more.
- 8) Suspension from all Team USA Bowling (trials, training camps, etc.) for (2) years or more.
- 9) Any other penalty that may be deemed appropriate for the particular violation.

5. Appeals Process

- a. Any athlete who was denied an opportunity to participate due to a Code of Conduct violation, has an automatic right to a hearing before the Legal Committee.
- b. The process outlined in Article II, Section E of the *USBC Bylaws Disciplinary Procedures Supplement* must be followed in order to properly appeal the decision.

Grievance and Due Process Procedures

Grievance and Due Process Procedures can be found in the *USBC Bylaws Disciplinary Procedures Supplement*.

Due process procedures are published for athletes, coaches, trainers, managers, administrators and officials in the following way:

- Posted on official Web site, www.bowl.com
- Posted on USBC Bylaws page, https://www.bowl.com/Associations/Association_Home/ARC-Bylaws/
- Posted in the following document, [USBC Bylaws Disciplinary Procedures Supplement](#)

Reporting Individual

Advice or assistance concerning the application of any aspect of this Code of Conduct; questions or violations of the conflict of interest policy are to be reported to Mike Spridco, Senior Director of Rules and Compliance. Contact information can be found on next page.

Investigation

Upon receipt of a potential code of conduct violation, the reporting individual, or, in case of a conflict of interest, a disinterested party of the Rules team, will investigate the claim.

Resolution

Once an investigation is complete, a determination on potential violations along with any penalty will be made and reported to the athlete involved. 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.

Anti-Retaliation

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@USOPC.org
for further information regarding my rights under this Code
that are not answered by USBC.

Andrew Anderson, AAC/USOPC representative – andrew.anderson@bowl.com

Policy Owner

Mike Spridco, Senior Director of Rules and Compliance is responsible for updates and enforcement to this Policy.

Contact information:

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