

CODES OF CONDUCT

Scope

The enclosed codes of conduct (“Codes of Conduct”) apply to all members of USA Track & Field, Inc. (“USATF”), including but not limited to athletes, coaches, athlete representatives, officials, and volunteers, as well as independent contractors, officers, directors, and committee members.

Purpose

USATF operates in the public spotlight, and we are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires that our membership and affiliates behave in a manner that conforms to the highest ethical principles and conduct, and that such behavior observe all federal, state, and local laws. In conjunction with the USATF Code of Ethics, the Codes of Conduct guide USATF members on appropriate behaviors when conducting USATF business.

The Codes of Conduct include the Code of Conduct for General Volunteers, Officials, Registered Coaches, Athlete Representatives, and Athletes. Please refer to the Table of Contents to find the Code of Conduct pertaining to your membership and/or role within the organization.

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USATF CODE OF CONDUCT FOR GENERAL VOLUNTEERS

USATF maintains a position of high visibility in the Olympic family and athletics community. Members and volunteers who provide support, assistance, and services to the programs and events may be seen by the public as representatives of the organization. Members and volunteers are entrusted to represent the organization and should act accordingly.

Volunteers fall into one of two (2) categories: long-term (generally committee, council, or other governance group members) and short-term (generally occasional volunteers at events or in short-term programs). Volunteers can sign up for short-term volunteering according to the program or event criteria. Regardless of the level of volunteer commitment, each volunteer is required to abide by all of the rules, regulations, policies and procedures of USATF.

As a long-term or short-term volunteer, you are expected to...

...fulfill the responsibility of your assignment:

- Carry out all aspects of your assignment.
- Attend all required meetings or training sessions.
- Know your appropriate USATF supervisor, staff liaison, or volunteer leader.
- Notify your supervisor or volunteer leader if you cannot complete an assignment.
- Perform duties in a safe, competent, and business-like manner.
- Be open and honest regarding intent, goals, and skills.
- Accept only realistic assignments and have a clear understanding of the job expectations.
- Carry out duties promptly and reliably under accepted procedures.

...display a professional and respectful attitude:

- Be considerate, honest and respectful toward employees of USATF, other volunteers, sponsors, potential sponsors, vendors, and any other person with whom you come in contact with over the course of your actions as a USATF volunteer.
- Treat others fairly and with respect in accordance with all USATF rules, regulations, policies and procedures.
- Create and maintain an atmosphere free from physical, emotional, and sexual abuse and harassment as stated in [USATF Code of Ethics](#).
- Respect confidential information in accordance with all USATF rules, regulations, policies and procedures.
- Avoid any inappropriate contact or conflicting personal relationships with USATF representatives, including, but not limited to, athletes, staff, employees, and other volunteers that may affect your role as a volunteer.

....maintain a healthy and safe environment:

- Refrain from using profanity or illegal substances. Volunteers may not consume alcohol prior to or during USATF athletic events while they are volunteering. Volunteers may consume alcohol in moderation at appropriate venues, and are expected to behave in a way that brings credit to USATF and the event. In summary, if you drink, drink responsibly.

If you are going to smoke, please do not do so at or during USATF events while you are volunteering.

- Cell phone use should be limited when volunteering at USATF events. Refrain from using video and photographic technology on any cell phone unless such action is part of your volunteer duty.
- Abstain from possession of fireworks, ammunition, firearms, or other weapons or any material considered hazardous or harmful to others while participating in any USATF activity.

...be loyal to their commitment and to our sport:

- Look for constructive ways to overcome any obstacles.
- Never use an affiliation with USATF, through volunteering, in connection with the promotion of a political party, religious matter, or other issue not conforming to the position of USATF that may fall within prohibited conduct under the [USATF Code of Ethics](#), Policy on Conflicts of Interest or any other USATF rule, regulation, policy or procedure.
- Avoid acting in a manner that creates personal, business, or financial conflicts of interest with USATF defined in the [Code of Ethics](#).

...take advantage of the opportunities our sport offers them:

- Be open to new ideas and new ways of doing things.
- Become an active participant by extending your involvement to other roles of leadership and training.
- Delight in the change that your involvement makes in the life of someone you know and in the lives of those you never meet.

In addition to the above guidelines for conduct of all volunteers, short-term volunteers are expected to:

...demonstrate commitment and loyalty to their volunteer status:

- Arrive on time at all scheduled volunteer times.
- Accept the guidance and direction of the USATF Staff, Division Director, volunteer leader and other volunteers.
- Wear the proper attire or uniform while involved with any USATF sanctioned event, including during transit to and from the event, if using public transit.
- Wear volunteer credentials and refrain from copying or reproducing such credentials, as they are non-transferable.
- Refrain from soliciting or selling goods, merchandise, or other property during the operation of the USATF-sanctioned event in accordance with USATF rules, regulations, policies and procedures, unless such action is part of your volunteer duty.
- Respect and use all equipment appropriately and only as required to properly perform your task.
- Never remove any USATF or event-sanctioned property from the event premises unless specifically authorized by USATF staff, your supervisor, or volunteer leader.

...demonstrate good sportsmanship:

- Support the decisions of referees, officials, and games committees, and use proper dissent processes.
- Be respectful during ceremonies, and help your athletes do the same.
- Praise all athletes for their efforts, and encourage them to accept the success of other athletes.

...be continually vigilant and cognizant of the safety of the athlete:

- Never leave a competition area unsupervised.
- Report anything you observe in the physical environment or a competitive situation which you feel may cause potential infractions or harm to the athletes or other volunteers or participants. Report any suspicious or potentially harmful activities, including but not limited to injuries and bad weather, to your appropriate USATF supervisor, staff liaison, or volunteer leader.

USATF CODE OF CONDUCT FOR OFFICIALS

USATF Officials are committed to providing a safe sport that maintains only the highest ethical and honorable standards. As the national governing body for track and field, long distance running and race walking, USATF has developed the following Code of Conduct to hold Officials to those standards. USATF hereby adopts the following Code of Conduct to govern Officials. A USATF Official agrees to abide by this Code of Conduct, and shall not evade, violate, or circumvent, whether directly or indirectly, this Code of Conduct.

USATF OFFICIALS' CODE OF ETHICS

USATF Officials Shall:

- I. Be knowledgeable and abide by USATF Bylaws and Regulations, Code of Ethics, Competition Rules, and other USATF policies, procedures and guidelines.
- II. Be fair, consistent, and impartial to ensure equitable treatment for all competitors.
- III. Have a thorough knowledge of the rules and procedures for the particular event or position assigned and review them prior to a competition.
- IV. Cooperate with fellow officials to conduct competition in a safe and professional manner. Be courteous and avoid confrontations or making derogatory comments to athletes, coaches, spectators, or other officials.
- V. Demonstrate respect and courtesy for other officials. Avoid interfering with duties assigned to other officials or publicly questioning the performance of other officials. Assist in correctly applying rules and support final decisions rendered by chief officials. Provide and accept performance feedback in a positive manner.
- VI. Honor all assignments and agreements made for performance of officiating and support duties.
- VII. Not discriminate against any individual or group on the basis of race, color, religion, gender, national origin, age, or other protected characteristic.
- VIII. Not engage in harassment by making unwelcome advances, remarks, or display of materials where such would create an intimidating, hostile, or offensive environment.
- IX. Not fraternize with athletes or coaches, provide tips or comments which could be construed as coaching for any athlete, nor cheer for or provide encouragement to particular athletes or teams during a competition.
- X. Not use tobacco products while in the field of competition, nor consume alcoholic products

before or during a competition.

- XI. Not seek recognition or attention during a competition.
- XII. Conduct an honest self-evaluation after each competition, to identify errors made and areas for improvement; and be receptive to suggestions for conducting events in the best possible manner in the future.

USATF OFFICIALS' PERFORMANCE GUIDELINES

The USA Track & Field Officials Committee expects all officials to be prepared and to conduct themselves in a professional manner. These Performance Guidelines outline several characteristics which should be demonstrated by all certified officials.

USATF Officials Shall:

- I. Comply with the USA Track & Field Officials' Code of Ethics.
- II. Be punctual in reporting for assigned officiating duties, including allowing adequate time for venue inspection and set-up prior to the warm-up period and competition.
- III. Possess the appropriate rule book(s) for the competition.
- IV. Possess and maintain appropriate uniform items and wear the national uniform or other dress prescribed by meet management, and be prepared to continue duties in all types of weather.
- V. Inspect assigned venues to ensure the safety of athletes, officials, and spectators. Correct or report apparent or suspected dangers to meet management before beginning a competition.
- VI. Be calm, positive, and polite. Refrain from dialog with athletes and coaches regarding disputed calls or decisions, and instead refer them to the referee, protest table, or games committee for resolution. Report abusive behavior toward officials to meet management.
- VII. Not use any electronic or photographic devices, including cell phones, while officiating.
- VIII. Assist in submitting competition results, cleaning the event area, and returning equipment. Before departing the site, determine if any other venues need officiating assistance.
- IX. Attend periodic training sessions or clinics to maintain or update officiating skills. Assist, as appropriate, in developing and presenting training materials.
- X. Keep physically fit, and advise their association or coordinator of officials of physical limitations on their ability to perform any assigned duty.

- XI. Mentor less experienced officials by sharing information and techniques, demonstrating use of equipment, identifying potential problems or issues and recommending solutions, and encouraging questions.
- XII. Assist in recruiting new officials.
- XIII. Consider active involvement with the officials' committees of the local association and USATF.
- XIV. Make recommendations for rules changes as appropriate.

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USATF CODE OF CONDUCT FOR REGISTERED COACHES

USATF Coaches are committed to providing a safe sport that maintains only the highest ethical and honorable standards. The Code of Conduct (“Code”) presented in the pages that follow was developed by the Coaches Advisory Committee and is pending approval by the Board of Directors of USATF. The Coaching Code of Ethics is organized around four principles: Respect for Participants, Responsible Coaching, Integrity in Relationships and Honoring Sport.

Although coaching techniques vary widely, the professional and ethical standards to which coaches adhere should not. As the national governing body for track and field, long distance running and race walking, USATF must develop, enforce and keep current these standards for the benefit of athletes, their families, coaches themselves, and the greater good of the sport.

The Code of Conduct specifies professional and ethical standards for coaches who, like physicians, must “first, do no harm.”

Among other standards, the USATF Code of Conduct requires that USATF Registered Coaches must:

1. Be knowledgeable and abide by USATF Bylaws and Regulations, Code of Ethics, Competition Rules, and other USATF policies, procedures and guidelines.
2. Be competent in their knowledge and professional in their conduct;
3. Not discriminate against anyone in the sport on the basis of gender, race, place of origin, color, sexual orientation, religion, political beliefs, socioeconomic status, marital states, age or any other illegal or inappropriate considerations;
4. Be committed to a sport free of prohibited drugs [and techniques]. Registered coaches must have zero tolerance of prohibited drug use, actively advocate for clean competition and report suspected use of prohibited drugs to the U.S. Anti-Doping Agency;
5. Not have been found by the relevant authorities to have committed an anti-doping rule violation or to have enabled an athlete to commit an anti-doping rule violation;
6. Strictly avoid sexual intimacy with athletes of any age;
7. Not exploit any relationship established as a coach to further their own personal, political or business interests at the expense of athletes or other participants;
8. Not abuse any relationship with athletes, assistants, officials, administrators, board members or others and must avoid situations that present a conflict of interest or impair a coach from acting in the best interest of athletes.

USA Track & Field has established an application process for applications, complaints, enforcement and sanctions as part of the Registered Coach Program and reserves the right to deny entry into the program to any coach who USATF has reason to believe (a) has committed an anti-doping rule violation or materially contributed to the commission of an anti-doping rule violation; or (b) is under investigation by the United States Anti-Doping Agency (“USADA”) or other authorities with respect to a potential anti-doping rules violation. USATF also may deny a credential or other services to any individual whose actions are deemed by USATF to reflect a

pattern of unethical behavior. Complaints against coaches shall be investigated and, where appropriate, sanctions applied.

USA TRACK & FIELD CODE OF CONDUCT FOR REGISTERED COACHES

MISSION

USATF is committed to providing a safe sporting environment characterized by the highest ethical standards. This Code of Conduct (“Code”), which articulates the ethical standards that will guide the actions of all members of the Registered Coach Program, is based on four principles:

1. Respect for Participants
2. Responsible Coaching
3. Integrity in Relationships
4. Honoring Sport

I. Respect for Participants

The principle of *respect for participants* requires coaches to act in a manner respectful of the dignity of all participants in sport. Fundamental to this principle is the assumption that each person has value and is worthy of respect.

Acting with *respect for participants* means that coaches:

- i. Do not discriminate on the basis of gender, race, place of origin, color, sexual orientation, religion, political beliefs, socioeconomic status, marital status, age or any other illegal or inappropriate consideration;
- ii. Interact with others in a manner that enables all participants in sport to maintain their dignity.

In being faithful to the principle of *respect for participants*, coaches must:

Key Words

Ethical Standards

<i>Respect</i>	1.1	Treat all participants in sport fairly and with respect at all times.
	1.2	Provide feedback to athletes and other participants in a caring manner.
	1.3	Respect the expertise, experience and insights of others in sport.
	1.4	Refrain from demeaning comments about others in sport.

<i>Rights</i>	1.5	Recognize athletes' right to consult with other coaches and advisors.
	1.6	Respect athletes as autonomous individuals and refrain from inappropriate intervention in the athletes' personal affairs.
<i>Equity</i>	1.7	Refuse to practice, condone, ignore, facilitate or collaborate with any form of unjust discrimination in sport.
	1.8	Act to prevent or correct practices that are unjustly discriminatory.
<i>Empowerment</i>	1.9	Encourage and facilitate participants' ability to be responsible for their own behavior, performance and decisions.
	1.10	Respect the opinions and wishes of participants when making decisions that affect them, including with respect to training regimens and performance standards.
<i>Informed</i>	1.11	Communicate and cooperate with family members (with the athlete's <i>Participation</i> consent), involving them as appropriate in decisions pertaining to the athlete's development.
	1.12	Clarify the nature of coaching services to participants, i.e., athletes, parents, family members or significant others.
<i>Confidentiality</i>	1.13	Keep confidential any information about athletes or others gained through coaching activities and believed to be confidential by those persons.
<i>Mutual support</i>	1.14	Encourage a climate of mutual support among all participants in sport.
<i>Extended</i>	1.15	Encourage participants to respect one another and to expect respect for <i>responsibility</i> their worth as individuals.
	1.16	Keep informed on current issues related to respect for participants, e.g. gender equity.

II. Responsible Coaching

The principle of *responsible coaching* carries the basic ethical expectation that the activities of coaches will benefit society in general and participants in particular, and will do no harm. Fundamental to this principle is competence – responsible coaching (maximizing benefits and minimizing risks to participants) is performed by coaches who are “well prepared and current” in their discipline. Responsible coaching also requires that a coach advocate against any use of prohibited drugs.

In addition, *responsible coaching* means that coaches:

- i. Act in the best interests of the athlete's development as a whole person;
- ii. Recognize the power inherent in the position of coach;
- iii. Are aware of their personal values and how these affect their practice as coaches;
- iv. Acknowledge the limitations of their discipline; and
- v. Accept the responsibility to work with other coaches and professionals in sport.

In being faithful to the principle of *responsible coaching*, coaches must:

Key Words

Ethical Standards

<i>Professional training</i>	2.1	Be responsible for achieving a high level of professional competence through appropriate training, personal learning projects, discussions with colleagues, workshops, courses, conferences, etc., to ensure that coaching services benefit and do not harm others.
<i>Zero Tolerance of Prohibited Drugs and Techniques</i>	2.2	Actively advocate for clean competition and support athletes' efforts to be drug-free.
	2.3	Report suspected use of prohibited drugs and techniques to the U.S. Anti-Doping Agency.
	2.4	Be in good standing with the U.S. Anti-Doping Agency as an individual fully eligible to participate in the sport of track & field.
<i>Self knowledge</i>	2.5	Evaluate how personal experiences, attitudes, beliefs, values, socio-economic status, sexual orientation, individual differences and stresses influence actions, and integrate this awareness into efforts to benefit and not harm others.
	2.6	Engage in self-care activities that help to avoid conditions (e.g., burnout, addictions) that could result in impaired judgment and interfere with the ability to benefit and not harm others.
	2.7	Coach in a way that benefits athletes, removes harm and acts consistently for the good of the athlete, keeping in mind that some of the same training, skills and powers that coaches use to produce benefits for athletes are also capable of producing harm.
<i>Coaching limits</i>	2.8	Recognize the limits of knowledge and capacity in coaching practice; in particular, do not assume responsibilities if insufficiently prepared for them.

- 2.9 Recognize and accept when it is appropriate to refer athletes to other coaches or sport specialists.
- 2.10 Refrain from working in unsafe or inappropriate situations that compromise the quality of coaching services or the health and safety of athletes.
- Athlete's interest*
- 2.11 Ensure that activities are suitable for the age, experience, ability *and* physical and psychological conditions of athletes.
- 2.12 Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments.
- 2.13 Refrain from using training methods or techniques that may harm athletes; monitor innovative approaches with care.
- 2.14 Be aware of significant pressures in athletes' lives, e.g., school, family and financial pressures, and coach in a manner that fosters positive life experiences
- 2.15 Consider the athlete's future health and well-being as foremost when making decisions about an injured athlete's ability to participate.
- 2.16 Strive to be fully present, physically and mentally, in the performance of coaching duties.
- Safety*
- 2.17 Make athletes aware of their responsibilities for ensuring safety.
- Sexual Relationships*
- 2.18 Be acutely aware of power in coaching relationships and, therefore, *strictly* avoid sexual intimacy with athletes, both during coaching and during that period following coaching when imbalance in power could jeopardize effective decision-making.
- 2.19 Abstain from and refuse to tolerate in others sexual harassment which includes either of the following:
- i. The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such uses include explicit or implicit threats of reprisals for noncompliance or promises of reward for compliance.
 - ii. Engaging in deliberate or repeated sexually oriented comments, gestures or touching.

<i>Colleagues</i>	2.20	Act toward other coaches in a manner characterized by courtesy, good faith and respect.
	2.21	Collaborate with other coaches and colleagues from related disciplines.
	2.22	Communicate and cooperate with health practitioners in the diagnosis, treatment and management of athletes' health-related needs.
	2.23	Use discretion in resolving disputes with colleagues, e.g., deal with differences of opinion constructively on a personal basis and refer more serious disputes to appropriate bodies.
<i>Extended responsibility</i>	2.24	Encourage others to coach responsibly.
	2.25	Recognize and address harmful personal practices of others in sport, e.g., drug and alcohol addiction, physical and mental abuse, misuse of power.
	2.26	Assume responsibility for the actions of athletes and other supervised individuals with regard to the principle of <i>responsible coaching</i> .

III. Integrity in Relationships

Integrity means that coaches are honest, sincere and honorable in their relationships with others. In being faithful to the principle of *integrity in relationships*, coaches must:

Key Words

Ethical Standards

<i>Honesty</i>	3.1	Explore mutual expectations with athletes in an honest and open manner, giving due consideration to the age and experience of the affected individuals.
	3.2	Accurately represent personal coaching qualifications, experience, competence and affiliations, being careful not to convey misleading descriptions or information.
	3.3	Notify other coaches when working with those coaches' athletes.
<i>Sincerity</i>	3.4	Honor all promises and commitments.
	3.5	Act with an enthusiastic and genuine appreciation for sport.

<i>Honor</i>	3.6	Know the sport and abide by the sport's rules, regulations and standards.
	3.7	Take credit only for the work and ideas actually done or generated, giving due credit for work done or ideas contributed by others.
<i>Conflict of Interest</i>	3.8	Do not exploit any relationship established as a coach to further personal, political or business interests at the expense of the best interests of athletes or other participants.
	3.9	Avoid abusing relationships with athletes and other participants and avoid situations that might present a conflict of interest or reduce the ability to be objective and unbiased in the determination of what might be in the best interests of athletes.
	3.10	Declare conflicts of interest when they arise and manage them in a manner that respects the best interests of all those involved.
<i>Extended responsibility</i>	3.11	Encourage athletes and other participants to develop and maintain integrity in their relationships with others.

IV. Honoring Sport

The principle of *honoring sport* challenges coaches to recognize, act on and promote the value of sport for individuals, teams and society in general. *Honoring sport* means that coaches:

- i. Act on and promote clearly articulated values related to coaching and sport;
- ii. Encourage and model honorable intentions and actions in their coaching practice; and
- iii. Show high regard for and promote the value of sport in American society and around the world.

In being faithful to the principle of *honoring sport*, coaches must:

Key Words

Ethical Standards

<i>Spirit of sport</i>	4.1	Advocate and model the fundamentally positive aspects of sport, e.g. sporting and human excellence, fair play, honest competition and effort, self-discipline, integrity, personal growth and development, respect for the body, challenge and achievement, the joy of movement, and other positive aspects identified by participants.
	4.2	Actively seek ways to reduce potentially negative aspects of sport, e.g., winning at all costs, playing to the letter of the rules at the

expense of the spirit of the rules, exploiting unfairly competitors' weaknesses, focusing on sport to the harmful exclusion of other aspects of athletes' lives, initiating and supporting potentially harmful training regimens, and other negative aspects identified by participants.

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| <i>Respect for the rules</i> | 4.3 | Accept and encourage athletes and other participants to uphold both the letter and the spirit of the rules that define and govern sport. |
| <i>Respect for officials/coaches</i> | 4.4 | Accept the role of officials in ensuring that competitions are conducted fairly and according to established rules. |
| | 4.5 | Refrain from abusive personal attacks on officials and other coaches, especially when talking with the media. |
| <i>Positive role model</i> | 4.6 | Maintain the highest standards of personal conduct and project a favorable image of the sport and of coaching to athletes, other coaches, officials, spectators, families, the media and the general public. |
| | 4.7 | Project an image of health, cleanliness and functional efficiency in personal habits and appearance, e.g., refrain from smoking while coaching, refrain from drinking alcoholic beverages when working with athletes. |
| | 4.8 | Refrain from encouraging the use of alcohol and tobacco in conjunction with athletic events or victory celebrations at playing sites. |

APPLICATION

As a legal entity, USATF has the authority to establish policies to govern its own affairs and to prescribe, monitor and enforce the conduct of its members. USATF accepts that this Code's application depends primarily on the understanding and voluntary compliance of its members, plus the reinforcement by the public, including but not limited to athletes, parents, officials and other members of USATF.

USATF reserves the right to deny entry into the Registered Coach Program to any coach who USATF has reason to believe (a) has committed an anti-doping rule violation or materially contributed to the commission of an anti-doping rule violation; or (b) is involved in proceedings with the United States Anti-Doping Agency ("USADA") or other authorities after a threshold finding by the pertinent entity that sufficient evidence exists to support such a proceeding with respect to a potential anti-doping rules violation. Further, USATF may deny a credential to any individual whose actions are deemed by USATF to reflect a pattern of unethical behavior.

USATF CODE OF CONDUCT FOR ATHLETE REPRESENTATIVES

USA Track & Field (USATF) is committed to providing a safe sport that maintains only the highest ethical and honorable standards. As the national governing body for track and field, longdistance running, and race walking, USATF has developed the following Code of Conduct to hold USATF-authorized Athletes' Representatives to those standards.

USATF hereby adopts the following Code of Conduct to govern the representation of athletes in contract negotiations with the promoters, corporations, endorsers, meet organizers, National Federations, the IAAF, and any other entity, as necessary. An applicant for USATF authorization must agree to abide by this Code of Conduct, and shall not evade, violate, or circumvent, either directly or indirectly, this Code of Conduct.

USATF- authorized Athlete Representatives must:

1. Be knowledgeable of and abide by USATF Bylaws and Regulations, Code of Ethics, Competition Rules, and other policies;
2. Be competent in their knowledge and professional in their conduct;
3. Treat others fairly and with respect in accordance with the USATF Code of Ethics, Policy on Code of Conduct;
4. Create and maintain an atmosphere free from physical, emotional, and sexual abuse and harassment as stated in USATF Code of Ethics, Policy on Code of Conduct;
5. Respect confidential information in accordance with the USATF Code of Ethics, Policy on Conflicts of Interest;
6. Not commit, or aid or abet any individual in committing any doping offense;
7. Not engage in unlawful conduct and/or conduct involving material dishonesty, fraud, deceit, misrepresentation, or other conduct which reflects adversely on the sport or jeopardizes his/her effective representation of athletes;
8. Not exploit any relationship established as a representative to further their own personal, political, or business interests at the expense of athletes or other participants;
9. Not engage in improper practices to solicit athletes. These improper practices include but are not limited to:
 - a. Providing or offering to provide anything of significant value to an athlete in order to become the athlete's representative;
 - b. Providing or offering to provide anything of significant value to any other person in

return for that other person recommending that the athlete select a particular representative;

- c. Providing materially false or misleading information to any person related to the solicitation of any athlete for representation; and
 - d. Making any direct or indirect contact with any athlete under contract with any other representative to solicit that athlete.
10. Not abuse any relationship with athletes, coaches, assistants, officials, administrators, board members, or others;
 11. Avoid conflicts of interest under the USATF Code of Ethics or otherwise that impair the representative from acting in the best interest of athletes;
 12. Fully comply with applicable state, federal, international laws, USOC and IAAF regulations, including state statutes regulating agents.

USATF-authorized Athletes' Representatives are expected to act in an appropriate manner at all times according to this Code and other USATF policies. Violations of this Code or other USATF policies may result in a revocation of authorization or other disciplinary actions under USATF Operating Regulation 25.

USATF CODE OF CONDUCT FOR ATHLETES

USA Track & Field (USATF) is committed to providing a safe sport that maintains only the highest ethical and honorable standards. As the national governing body for track and field, long distance running, and race walking, USATF has developed the following Code of Conduct to hold Athletes to those standards. USATF hereby adopts the following Code of Conduct to govern Athletes. A member athlete agrees to abide by this Code of Conduct, and shall not evade, violate, or circumvent, whether directly or indirectly, this Code of Conduct.

USATF drives competitive excellence and popular engagement in our sport. USATF grants the privilege of membership to athletes committed to this mission. This membership is a privilege, not a right. Therefore, membership may be withdrawn by USATF at any time if USATF determines that a member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

USATF maintains a position of high visibility in the Olympic family and athletics community. Athletes who compete in USATF events may be seen by the public as representatives of the organization. Athletes and members are representatives of the organization and should act accordingly.

All Athletes are expected to...

1. Be knowledgeable and abide by USATF Bylaws and Regulations, Code of Ethics, Competition Rules, and other USATF policies, procedures and guidelines. Also, if applicable, athletes shall adhere to the terms contained in the USATF National Team Athlete Statement of Conditions and the USATF Athlete Agreement.
2. Be subject to the jurisdiction of the International Association of Athletics Federations (IAAF), United States Olympic Committee (USOC), and the United States Anti-Doping Agency (USADA), as applicable.
3. Treat others fairly and with respect in accordance with all applicable USATF policies and procedures.
4. Create and maintain an atmosphere free from physical, emotional, and sexual abuse and harassment in accordance with all applicable USATF policies and procedures.
5. Respect confidential information in accordance with all applicable USATF policies and procedures.
6. Never use an affiliation with USATF in connection with the promotion of political party, religious matter, or other issue not conforming to the position of USATF that may fall within prohibited conduct under the USATF Code of Ethics, Policy on Conflicts of Interest (C).
7. Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct toward coaches, officials, fellow competitors, volunteers, and the public.
8. Maintain a level of fitness and competitive readiness that will permit performance to be at the maximum of the Athlete's ability.
9. Refrain from possession or use of alcohol, tobacco products, or controlled substances while participating in competition.

10. Not commit, or aid or abet any individual in committing any doping offense as defined by the World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), International Association of Athletics Federations (IAAF), International Olympic Committee (IOC), United States Olympic Committee (USOC), or USATF rules and regulations.
11. Refrain from and prevent others from altering, distorting, removing, or covering up the sponsor logo or supplier on the Athlete's USATF national team uniform items in any photograph, video, or image.
12. Be aware that USATF sponsors and suppliers provide critical support, and recognize this support.
13. Grant to USATF at or during any USATF events or related activities the right to use the Athlete's name, likeness, image, photograph, video, biographical information and/or any other identifying characteristics for any uses or purposes that publicize and promote USATF, or any of its events, activities or businesses throughout the world in any media platform.
14. Provide advance notice to USATF regarding cancellation of travel or inability to adhere to any USATF planned travel arrangements.
15. Act respectfully toward the property of others, members of any USATF team, members of other teams, spectators, officials, volunteers, staff, etc.
16. Avoid profane or abusive language and disruptive behavior.
17. Abide by and adhere to all applicable state, federal, and international laws.

Athletes are expected to act in an appropriate manner at all times according to this Code of Conduct and other USATF policies. USATF will deal with situations when athletes do not follow the guidelines for conduct on an individual basis, according to its view of the circumstances involved. In the event an Athlete violates this Code of Conduct, the Athlete may be subject to a disciplinary hearing as specified in Regulation 21 of the USATF Operating Regulations.

USATF CODE OF CONDUCT FOR MEDICAL PROVIDERS

USATF maintains a position of high visibility in the Olympic family and athletics community. Medical professionals who provide support, assistance, and services to the programs and events sponsored by USATF may be seen by the public as representatives of the organization. Medical professionals are entrusted to represent the organization and should act accordingly.

Medical professionals are committed to providing a safe sport that maintains only the highest ethical and honorable standards. The Code of Conduct (“Code”) presented in the pages that follow was developed by the Sports Medicine & Science Committee and is pending approval by the Board of Directors of USATF.

Among other standards, the USATF Code of Conduct requires that USATF Registered Medical Providers must:

1. Be knowledgeable and abide by USATF Bylaws and Regulations, Code of Ethics, Competition Rules, and other USATF policies, procedures and guidelines;
2. Not discriminate against anyone in the sport on the basis of gender, race, place of origin, color, sexual orientation, religion, political beliefs, socioeconomic status, marital states, age or any other illegal or inappropriate considerations;
3. Be competent in their knowledge and professional in their conduct, and (if required by the state the provider resides in) maintain valid licensure / certifications specific to their specialty;
4. Abide by specific supplemental procedures and guidelines of USATF for proper interactions when providing care to athletes, which may be in addition to the normal standards of practice for medical professionals;
5. Only provide care within the scope of practice for which they are licensed / certified, in accordance with the state laws where treatment is being provided, and only using medical devices and procedures which are FDA approved;
6. Be committed to a sport free of prohibited drugs and techniques.
7. Not have been found by the relevant authorities to have committed an anti-doping rule violation or to have enabled an athlete to commit an anti-doping rule violation;
8. Not have any limitations, restrictions, or disciplinary sanctions against their professional licenses (or DEA, if applicable);
9. Not have felony or healthcare fraud convictions, actions, or sanctions on clinical privileges or employment as a result of sexual abuse / harassment;

10. Be in compliance with HIPAA laws and regulations at all time;
11. Not exploit any relationship established as a medical provider to further their own personal, political or business interests at the expense of athletes or other participants;
12. Not abuse any relationship with athletes, assistants, officials, administrators, board members or others and must avoid situations that present a conflict of interest or impair a medical provider from acting in the best interest of athletes.

USA Track & Field has established an application process for applications, complaints, enforcement and sanctions as part of the Registered Medical Provider Program and reserves the right to deny entry into the program to any medical provider who USATF has reason to believe (a) has committed an anti-doping rule violation or materially contributed to the commission of an anti-doping rule violation; or (b) is under investigation by the United States Anti-Doping Agency (“USADA”) or other authorities with respect to a potential anti-doping rules violation. USATF also may deny a credential or other services to any individual whose actions are deemed by USATF to reflect a pattern of unethical behavior. Complaints against medical providers shall be investigated and, where appropriate, sanctions applied.

SUPPLEMENTAL PROCEDURES AND GUIDELINES FOR PROVIDING MEDICAL CARE AT USATF EVENTS

USATF is committed to providing a safe sporting environment characterized by the highest ethical standards. Below are procedures and guidelines for providing medical care to athletes as part of USATF events. These procedures and guidelines may be in addition to the normal standards and procedures of medical care required by your profession.

1. Although USATF is not a HIPAA covered entity, all providers are expected to act in a manner to respect and preserve athlete confidentiality of personal health information (PHI). Often, treatment at events takes place in a public setting (e.g. in a medical tent or designated medical area). Providers should take care in these situations to avoid verbally sharing PHI where others can hear. In situations where a coach / parent / spouse / agent requests information on an athlete’s medical condition, verbal permission should be obtained from the athlete. In some situations, a more private setting for medical evaluation and care is required, and efforts should be taken to secure that setting.
2. (Except in emergency care situations) In all treatment areas, there should be a minimum of two medical providers present, with one provider of each biological sex. If a second medical provider of the appropriate sex is not available, an adult of the appropriate sex can be utilized and should be asked to maintain confidentiality of PHI. In all cases, an athlete can request a) additional individuals be present, b) care by a different medical provider.

GUIDELINES FOR PROMOTION OF VOLUNTEER MEDICAL SERVICE TO USATF

Medical professionals who provide support, assistance, and services to the programs and events sponsored by USATF may be seen by the public as representatives of the organization. It is important

that medical professionals who give of their time and talents to USATF are recognized for these efforts but must follow the specific guidelines outlined below.

1. In professional documents which outline a medical provider's history of service (e.g. curriculum vitae, resume, biography, website, etc.), it is acceptable to list service to USATF in either general or specific terms. It should be noted that the service to the organization was as a volunteer. Service to USATF should not be listed as to give an impression that the service was as an employee or contractor, that the medical provider is as an "official" provider of medical care, or implying that service to USATF represents endorsement by USATF.

Examples of appropriate terms include:

- "Volunteer physician for USA Track & Field, 2012, 2013, 2015"
- "USATF Volunteer athletic trainer for the 2017 IAAF World Outdoor Championships, London, UK"
- "Massage therapist, USATF Masters Indoor Championships, Bloomington, IN"

Examples of inappropriate terms include:

- "Team Physician for USA Track & Field"
- "Official sports medicine provider for Team USA"
- "USA Track & Field athletic trainer, John Doe..."

2. Any document, publications, websites, or other materials that indicate volunteer medical service to USATF should not include any USATF logos or branding.

APPLICATION

As a legal entity, USATF has the authority to establish policies to govern its own affairs and to prescribe, monitor and enforce the conduct of its members. USATF accepts that this Code's application depends primarily on the understanding and voluntary compliance of its members, plus the reinforcement by the public, including but not limited to athletes, parents, officials and other members of USATF.

USATF reserves the right to deny entry into the Registered Medical Provider Program to any provider who USATF has reason to believe (a) has committed an anti-doping rule violation or materially contributed to the commission of an anti-doping rule violation; or (b) is involved in proceedings with the United States Anti-Doping Agency ("USADA") or other authorities after a threshold finding by the pertinent entity that sufficient evidence exists to support such a proceeding with respect to a potential anti-doping rules violation. Further, USATF may deny a credential to any individual whose actions are deemed by USATF to reflect a pattern of unethical behavior.