

USA SHOOTING POLICIES AND PROCEDURES

ATHLETE CODE OF CONDUCT

Section I: General Code of Conduct for all Participants

This constitutes the Code of Conduct (Code) of USA Shooting (USAS), a Colorado non-profit corporation designated by the United States Olympic and Paralympic Committee (USOPC) as the National Governing Body (NGB) for the Olympic and Paralympic sport of shooting in the United States of America.

Sections I and II apply to all USAS members and all participants in any USAS event, while Sections III, IV, and the Team Member agreement apply only to named members of USA Shooting Teams.

A. GENERAL

1. The vision of USAS is to be a leader in Olympic and Paralympic shooting sports. The mission of USAS includes preparing athletes to win Olympic and Paralympic medals, promoting the shooting sports, and governing the conduct of International shooting in the USA. USAS accomplishes these objectives by fielding teams of world-class athletes; by training and supporting all members to achieve sustained success in all levels of shooting competition; and by helping athletes develop to their athletic and personal potential.
2. This Code has been established to help USAS and its members bring honor and integrity to our sport and our country. This Code is intended to enhance and enable the overall experience of being a USAS member. Members who have questions concerning any of these rules should contact the USAS Director of Operations/COO or Executive Director/CEO.
3. In no event shall USAS deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without notice and a fair opportunity to be heard in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and/or the grievance procedures of USAS, which shall include the right to a hearing before a Hearing Panel that includes athletes, as described in the USAS Bylaws Article XX, Grievance Procedures – Opportunity to Compete.

B. APPLICABILITY OF CODE

This Code applies to all members of USA Shooting participating in USAS events and activities. USA Shooting members should become familiar with the rules and standards of this Code.

C. ATHLETE COMMITMENT AND IMPLIED CONSENT

As a precondition of participation in any USAS event or activity, members agree to uphold and abide by the Code.

D. MEMBERS AND PARTICIPANTS AGREE TO:

1. Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. Sportsmanlike conduct is defined as, but not limited to: respect for competition officials, coaches, staff and the shooting 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;
2. Abstain from conduct that is criminal under any applicable laws, 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;
3. Refrain from conduct that detracts from other USAS participants' ability to attain peak performance;
4. Respect the property of others, whether personal or public;
5. Respect other members of USAS, spectators and officials, and shun any form of discriminatory behavior or verbal, physical, or sexual harassment or abuse. SafeSport policy training is required by any individual authorized or appointed by USAS to have authority over or frequent contact with athletes and must be completed within the time specified by USAS;
6. Remain compliant with the requirements of the United States Anti-Doping Agency's (USADA) Out-Of-Competition testing program if named to a USAS Team;
7. Abide by the rules, policies, and procedures of the U.S. Center for SafeSport and submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies, or procedures, as they may be amended from time to time;
8. Abide by all other rules, policies, and procedures of USAS, including but not limited to, its Safe Sport policy;
9. Abide by all published rules related to Team selection procedures in the USAS Policies and Procedures;
10. Upon qualifying for and/or being selected to the US Shooting Team, National Team, National Development Team, National Junior Team, or Junior Olympic Team, follow the Team Rules included in Section III, and Dress Code in Section IV;
11. Be filmed and photographed by the official photographer(s) and network(s) of USAS under conditions authorized by USAS and give event organizers and USAS the right to use their name, picture, likeness, and biographical information before, during and after the period of participation in these activities with the purpose to promote the activity or to promote the success of the Team. This includes the use of the member's photo for USAS sport promotion and fundraising efforts; in no event may USAS or the event organizers use or authorize the use of a member's name, picture, likeness, voice and

- biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without the member's written permission;
12. Refrain from authorizing the use of photographs, films or videos of a member in USAS apparel or equipment or the use of the USAS logo for the purpose of trade, without the prior written consent of USAS;
 13. Understand that if a member requires legal representation as a result of being accused of a doping violation or is accused of criminal misconduct, or if, for any other reasons, the member requires the services of an attorney, the member will be personally responsible for payment of such legal fees and expenses;
 14. Realize that misconduct of any person subject to the Code may be reported by anyone, by any means, to any USAS staff member, Person-In-Charge (PIC) or director of USA Shooting. Each member has a responsibility to report Code violation(s);
 15. Understand that parents or legal guardians of team members under the age of 18 will be notified of all written reports of counseling or misconduct;
 16. Understand that any act, conduct, or personal appearance that violates the spirit and intent of this Code or brings disrespect or dishonor to USAS, International Shooting Sports Federation (ISSF), the USOPC or the United States is a Code violation; and
 17. Remember that at all times each member is an ambassador for our sport, our country and the Olympic and Paralympic movement.

E. GENERAL DRESS CODE FOR TRAINING AND COMPETITION PERFORMANCE

During training or competitions participants may elect to wear Performance Clothing, as designated by the listing of USOPC Personal Competitive Gear, and is subject to the following:

1. All Performance Clothing must conform to ISSF clothing rules and any interim interpretations issued by USAS or ISSF.
2. Any advertising must conform to ISSF Eligibility Rules, the USAS Code of Conduct and USAS Policies and Procedures Section II, Amateur Eligibility. ISSF Eligibility and Sponsorship Rules can be found in the ISSF Official Statutes, Rules and Regulations or on the ISSF website at www.issf-sports.org. No marks or logos may be visible which conflict with existing USAS sponsorships at USAS supported activities. An athlete may choose Competitive Gear of his/her choice with the manufacturer's marks in accordance with International Olympic Committee (IOC), USOPC and ISSF specifications.
3. All Performance Clothing displays no pictures or graphics of a sexual or offensive nature.
4. All Performance Clothing displays no words or phrases that include offensive language

- or political statements.
5. If shorts are worn, they must conform to ISSF rules. The bottom of the clothing leg may not be more than 15 cm (six inches) above the center of the knee.
 6. The participant's clothing will be long enough to completely cover the participant's abdomen at all times. Suggestive attire or low-cut blouses are not appropriate.
 7. Footwear must be worn at all times in all events; flip-flops or flip-flop type sandals are not appropriate. Footwear must have closed toes and heel straps or closed heels.
 8. Participants are strongly encouraged to wear red, white, and blue colors to create a national identification, which promotes the sport image and association as an Olympic and Paralympic sport.
 9. Members of the United States Army Marksmanship Unit (USAMU) or other recognized military shooting teams may wear their prescribed uniform, or awards apparel, when no USAS support is provided to the military member. However, when a military member is competing as part of the USA Shooting Team, that member must abide by this guidance and the USA Shooting Dress Code and Team Uniform policy (Section IV).
 10. Visors and headbands with eye patches are permitted during competition.
 11. Repair and cleanliness provisions apply to ALL clothing at USAS events or activities.

F. QUESTIONS, COMPLAINTS, AND ATHLETES' RIGHTS

Members may contact the discipline National Coach with questions or complaints. If a satisfactory response is not received, contact the USAS Director of Operations/COO and/or the USAS Executive Director/CEO. Members are also welcome to contact the discipline athlete representative(s) to the Board of Directors as well as the Athletes Advisory Council Representative. Members may also contact the USOPC Athlete Ombudsman at 719-866-5000 or by email at kacic@usathlete.org for further information regarding rights under this Code that are not addressed by USA Shooting. Athletes who come forward with a good faith complaint or issue are guaranteed protection against any retribution or retaliation, either direct or indirect, by any USAS Staff member or member of the USAS Board of Directors or any other official associated with USA Shooting.

Contact a National Coach or USAS staff member at:

USA Shooting, c/o Matt Suggs
1 Olympic Plaza
Colorado Springs, CO 80909
Fax: 719-866-4687
Phone: 719-866-4670

USA SHOOTING CODE OF CONDUCT

Section II: Administering Code of Conduct Violations

1. The PIC and/or Executive Director/CEO will have broad discretion to enforce this Code and correct offenses by means of oral or written discipline. Written discipline, or records of oral discipline, will be attached to After Actions Reports for filing by USAS.
2. Misconduct of any person subject to the Code may be reported by anyone, by any means, to the Executive Director/CEO of USAS. Offenses will be promptly reported either verbally or in writing. Verbal reports should be followed with written statements, whether from the original reporter or as recorded by USAS. The PIC, any athlete, volunteer, or staff member observing an alleged violation is required to report a violation (along with statements from appropriate witnesses) to the Executive Director/CEO. The written statement must include the identity of the person filing the report, the identity of the person(s) who has violated the Code, a clear and concise statement of the facts involved, and the signature and date of the person filing the report. Offenses include, without limitation, repetitive minor infractions, intentional violations, and failure to correct, immediately, any correctable infractions (e.g., dress code violation). Where possible, report violations using the form at the end of this section, *Report of Code of Conduct Violation*. Violations by active duty military participants will also be reported to the commander of the individual's unit.
3. Allegations of any violation of the USAS SafeSport Policy shall be reported in accordance with that Reporting Policy contained within the USAS SafeSport Policy and shall be adjudicated in accordance with the USAS SafeSport Policy.
4. Nothing in this Code prevents the PIC and/or Executive Director/CEO from taking appropriate interim measures upon notice of an imminent threat of harm. In such emergency circumstances, it may be appropriate to immediately remove an individual to address such a threat. The PIC and/or Executive Director/CEO are authorized to take such emergency measures as deemed appropriate under the circumstances to ensure the safety or well-being of all parties. A written report should be provided promptly to the Executive Director/CEO with respect to any alleged violation as to which such emergency measures are imposed.
5. Commercial offenses are any violation of Code of Conduct during any activity described in the Code Section III, "Team Rules" Paragraph 9. Violations are to be reported via the Report of Code of Conduct Violation (this Section) and submitted directly to the Executive Director/CEO for action.
6. The Executive Director/CEO or an appointed investigator will notify the accused of the alleged Code violation. The accused shall have the right to provide a written explanation to the Executive Director/CEO or investigator within a timeframe that is fair and reasonable under the circumstances.

7. The Executive Director/CEO or an appointed investigator will review and investigate the matter, after which the Executive Director/CEO will determine the appropriate action and notify the accused of the decision in writing within ten (10) days of the completion of the review and investigation.
8. Disciplinary options may include:
 - a. No action;
 - b. Warning;
 - c. \$100 - \$5,000 fine;
 - d. Withdrawal of all support and placement on the “B” squad, which is unsupported;
 - e. An appropriate letter from the member addressing the violation, statement of apology, letter of apology or other such non-monetary action appropriate for the situation.
 - f. Suspension or removal from the team, office, position or participation in the event attended provided the event is not a protected or amateur athletic competition within the meaning of the Ted Stevens Olympic and Amateur Sports Act and the USOPC Bylaws, in which case the matter will be processed under the provisions of Bylaw Article XX.
 - g. Any other remedies as are appropriate. If a violation of the Code is also a violation of another USAS policy, the procedures and sanctions under that policy may apply.

(NOTE: Fines not paid within 30 days of notification will result in DOUBLING of the amount of the fine and automatic transfer to the “B” squad, resulting in no USAS support until the fine is paid).
9. Commercial violation disciplinary options include a fine with a minimum of \$500 and maximum of \$20,000.
10. Parents or legal guardians of team members under the age of 18 will be notified of all written reports of counseling or misconduct.
11. The accused may appeal the Executive Director’s/CEO’s decision to the Judicial Committee within ten (10) business days from receipt of the Executive Director’s/CEO’s decision as follows:
 - a. Appeal to the Director of Operations/COO within the time specified.
 - b. The appeal must be detailed in writing with any supporting documentation.
 - c. A clear and concise statement of any additional facts relevant to the alleged code violation, investigation and/or decision.

- d. A statement of the specific action or remedy sought;
 - e. The signature of the person(s) accused of the code violation. Include the signature of the parent or legal guardian if he/she is less than 18 years of age.
12. A Hearing Panel will be appointed by the Judicial Committee within ten (10) business days from receipt of the appeal.
- a. The Hearing Panel will consist of at least three (3) persons including at least one (1) athlete.
 - b. Persons included in the Hearing Panel must be of disinterested parties of the alleged Code violation.
 - c. The Judicial Committee will name a Chairperson of the Hearing Panel.
 - d. At their own cost, parties may have legal counsel throughout the Code administration process.
 - e. The Hearing Panel will act on the appeal within a reasonable and expeditious time as determined by the Chair of the Hearing Panel and within 30 days from the Judicial Committee's appointment.
 - f. At the election of the Chairperson, the hearing may be conducted electronically or in person. The hearing location will be determined by the Judicial Committee.
13. USAS will fund the expenses of the Hearing Panel. All other expenses will be the responsibility of the person(s) filing the appeal.
14. The Hearing Panel has the options of letting stand, overturning, suspending, reducing, increasing, or eliminating the disciplinary action.
15. The decision of the Hearing Panel is final.
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**USA SHOOTING
Report of Code of Conduct Violation**

To: Executive Director, USAS Date: _____

From: _____
(PIC or Name of Person Reporting the Code Violation)

Subject: _____
(Name of Accused)

Place of Incident: _____

Date of Incident: _____

Description of Violation: _____

(Attach additional pages or witness statement(s))

Accused Acknowledgment: I have read the Code violation alleged above. By signing this statement, I do not admit to guilt or innocence. I further understand that, within a timeframe prescribed by the Executive Director of USAS that is fair and reasonable under the circumstances, I will have the opportunity to provide a written explanation of facts and/or matters in extenuation or mitigation to the Executive Director of USAS. The Executive Director will then review and investigate the matter and, within ten (10) days after completing the review and investigation, I will receive written notification of the Executive Director's decision regarding my guilt or innocence and potential penalty if found guilty.

Signed: _____ Date: _____

Notification: I have notified this person of the violation described and advised him/her of his/her rights under this procedure.

Signed: _____ Date: _____

USA Shooting Counseling Statement

Participant's Name: _____

Date of Incident: _____

Description of Incident: _____

Participant's Acknowledgment: I have read and understand the above referenced violation of the USA Shooting Code of Conduct. By signing this statement, I do not admit guilt or innocence but understand that I have been counseled on the violation. I further understand this counseling statement will be retained in my USAS file for no less than seven (7) years.

Signed: _____ Date: _____

Notification: I have counseled this person on the referenced violation. I have advised same that this counseling statement will remain in his/her USAS file for no less than seven (7) years.

Signed: _____ Date: _____

Counselor's Printed Name: _____

Counselor's Title: _____

USA SHOOTING CODE OF CONDUCT

Section III: Team Rules

Sections III, IV, and the Team Member Agreement are applicable only to Team members who qualify and are selected to the U.S. Shooting Team, National Team (NT), National Development Team (NDT), National Junior Team (NJT), Junior Olympic Team and/or other Teams that may be established under the auspices of USA Shooting. As a condition of entry to USAS-supported teams and activities, each participant agrees to abide by all sections of the Code, as it may be amended from time to time.

1. This Code is in effect for all travel, competitions, training, USAS Olympic Training Center programs, seminars, or other USAS-designated activities and functions. When travel is involved, this Code is in effect from the time an individual departs for a trip until he/she has returned home or continues on with personal travel.
2. Team members will maintain a level of fitness and competitive readiness that will permit maximum performances.
3. USAS sponsors, suppliers, and licensees provide critical support for the Team; hence, Team members will wear designated USAS apparel at all official Team functions and events.
4. Team members will not conceal or cover any USAS sponsor, supplier, or licensee brand or other identification appearing on USAS apparel.
5. Team members will abide by anti-doping standards put forth by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic and Paralympic Committee (USOPC) and the International Shooting Sport Federation (ISSF). Athletes will meet established reporting and testing requirements. The Team member is responsible for requesting clearance of any medication(s) from USADA and applying for a Therapeutic Use Exemption (TUE). The Team member understands that application for a TUE does not constitute clearance for use of medications. The Team member must be in receipt of approval of the TUE from ISSF before the use of any prohibited medication is permitted. The Team member has ultimate responsibility regarding banned substances. Double-check all medications, supplements and other substances, including unregulated over-the-counter products, to ensure such items will not result in a positive doping test. Note that some over-the-counter medications or supplements may contain banned substances which are NOT included in the list of ingredients.
6. Team members will abide by the [Olympic Movement Code on the Prevention of the Manipulation of Competitions](#) set forth and enforced by the IOC. The regulations included in this document forbid betting on one's own sport or the Olympic Games, manipulating a competition one is competing in, and sharing inside information about one's sport that is not previously known to the public.
7. A Team member who competes at a destination requiring a passport will be in possession of a valid USA passport that will not expire prior to six months following the

- conclusion of the international competition. USAS may assist with visa applications and fees.
8. The Team member is responsible to provide and update gun descriptions and serial numbers to USAS. Gun permits and any other travel documentation will be provided to the athlete in a timely manner whenever possible. For group travel, the PIC will typically carry documentation for the group.
 9. USAS coaching and/or USOPC sports performance personnel may develop recommendations for a regimen of athletic training and conditioning, and appropriate competition experience. Based upon those recommendations, the Team member agrees to work with USAS and USOPC staff toward the development of a program focused on improved and sustained elite athletic performance to attain established team goals. The Team member's program is expected to include the following elements, among others:
 - a. Range training;
 - b. Physical conditioning;
 - c. Mental training program and schedule;
 - d. Record fire and training competition schedule;
 - e. Formal competition;
 - f. Education regarding, and periodic testing for, banned and restricted substances.
 10. Media, Appearances, Sponsorship and Promotional Activities:
 - a. Team members may contact sponsors of USAS (including their employees, partners, concerned individuals, etc.) for the purpose of securing an individual sponsorship outside of the sponsor's agreement with USAS. If an athlete contacts a USAS sponsor regarding individual sponsorship, the athlete should inform the USAS Marketing and Communications Department as soon as practical.
 - b. Upon request by USAS, the Team member must agree to appear at and participate in non-commercial promotional events. However, that athlete shall not be obligated to do so if the Team member or his/her coach(s) believes that such activity would adversely affect the athlete's training and competition performance or the athlete's military commander determines the event is in conflict with military requirements. The Team member agrees to make best efforts to participate in promotional appearances on behalf of USAS. These activities include, but are not limited to, clinics, speaking engagements, and fundraising programs. The Team member shall be provided transportation, lodging, and meals for any such USAS promotional activities. A participant stipend may be provided as determined by USAS and/or the requesting party.

In the event that any USAS sponsor or commercial entity desires to use a Team member's presence or image individually but in a manner which does not constitute an individual endorsement (i.e., usage which is not dependent upon

identification of a particular athlete by name), then USAS shall notify the Team member of such opportunity and he/she shall have the option either to consent to or reject the same. If the Team member consents to such appearance or usage, he/she may receive a fee plus reimbursement of expenses if such opportunity involves an on-location appearance from the sponsor. If the Team member rejects such proposed appearance or usage of his/her image, then USAS shall notify its sponsor accordingly, and may make such opportunity available to another Team member.

- c. Team members may not promote a sponsor or wear or display the name, logo, or other indicia of a third party that is in competition with a USAS sponsor or in a sponsor category, while participating in programs, activities, events, or competitions funded by USAS. Team members may use competitive gear and apparel with manufacturers' marks in accordance with IOC, USOPC, and ISSF specifications. Violation of any part of this paragraph during any activity described herein, will be deemed and administrated as a commercial offense.
 - d. The following USA Shooting marks or terminology are legally protected and are not to be used without specific permission: USA Shooting name, logo, and design; USA Shooting Team Foundation name, logo, and design; USA Shooting Team name, logo, and design; and USA Shooting News. This includes the use of and wearing of team uniforms with subject properties at activities where USAS does not have formal representation such as meetings, conventions, and trade shows. The Olympic rings, logo, and use of the word "Olympic" and variations thereof are protected by federal law and USOC filings.
11. Team members may not sell, trade, or give away ammunition, guns, supplies, or equipment provided by USA Shooting or sponsors.
 12. All funded training/travel must be approved in advance by the National Coach or PIC. If an expense is not authorized, it will not be funded or reimbursed.
 13. Submit USAS Expense Reports to the National Coach or PIC within seven (7) days of completing a funded activity. All expense vouchers must be processed through the National Coach or PIC. Untimely submission for reimbursement may not be honored.
 14. Responsibilities related to airline travel:
 - a. USA Shooting will not pay excess baggage charges unless specifically authorized. The PIC will consider luggage requirements and excess baggage in the logistical planning.
 - b. USA Shooting will not pay for baggage insurance. If the Team members elect such coverage, it will be at their expense. Team members should obtain insurance for their shooting equipment.
 - c. USA Shooting will pay round trip airfare at the least expensive rate. The Team member will pay any additional costs. Mileage will be reimbursed at the current mileage rate up to the cost of the least expensive airline ticket. Only vehicle drivers/owners will receive mileage reimbursement.

- d. The National Coach, PIC, or Logistics Coordinator will make all airline reservations and itinerary changes unless specific direction is provided otherwise. The Team member is not authorized to contact the airlines or USAS travel agent directly or to change USAS funded airline tickets. The Team member is responsible for all additional expenses incurred for any schedule changes made by the Team member on self-funded airline tickets. Supported Team members— such as military, or industry-sponsored athletes—will be responsible for making their own reservations and purchasing tickets when funded by the military or supporting organization.
 - e. Team members may not voluntarily relinquish their airline seats when there are scheduled activities and/or time sensitive requirements at the destination.
15. A receipt is required for all expenses other than meals and tolls under \$10.
 16. Any Team member designated to be a rental car driver is responsible for seeing that his/her assigned passengers are at designated training/competition areas on time. Likewise, passengers are responsible to their driver for being prompt and keeping their driver informed of transportation requirements. Parking and traffic tickets or other fines or penalties will not be reimbursed. USA Shooting possesses liability and collision damage insurance for domestic vehicle rentals. A copy of the insurance certificate is available to each renting driver. USA Shooting will not pay for additional rental car insurance for domestic travel. In some cases, foreign travel may require additional insurance, which can be authorized by the PIC. Renters may elect additional coverage at their own expense.
 17. Only those people authorized by rental contract and/or the National Coach or PIC may drive rental vehicles.
 18. Team members should have a major credit card for emergencies and special situations— such as airline tickets or rental cars—as well as a valid ID (Passport will suffice).
 19. Contact the appropriate National Coach regarding training, equipment, planning, selection for travel, competitions or other relevant subjects. Communication is an important part of assisting Team members to achieve their goals.
 20. When USAS provides any financial support to a competition, the Team member will compete in the highest classification (i.e. AA class).
 21. Team members are also required to attend awards ceremonies as designated by the National Coach or PIC. Exceptions will be approved in advance by the National Coach or PIC.
 22. Charges by hotels, including the Olympic and Paralympic Training Center, for damages, failure to return keys/meal cards and missing property (such as towels or linens), will be assessed to the responsible Team members(s).
 23. Team members traveling outside of the U.S. are required to have a U.S. Customs form #4457 listing their rifle, pistol, or shotgun make, model and serial number. This requirement must be completed prior to domestic departure by taking the guns to any

- U.S. Customs office for verification of serial number and form completion. NOTE: Not every major airport has a U.S. Customs office.
24. USAS does not typically coordinate participation for family and friends desiring to attend USAS competitions and events.
 25. Team members may be requested or required to submit periodic reports of competition and training activities to the National Coach. Failure to submit such reports may jeopardize financial support.
 26. For other than emergencies, the staff will not accept collect calls. At the Team member's request, the staff member will gladly make a prompt return call to minimize the team member's expense.
 27. All Team members are subject to an 11:00 p.m. curfew at any funded activity. Additional curfews may be established or varied by the National Coach or PIC at any activity.
 28. Team members below the age of 16 must be accompanied by a parent or guardian on international events and competitions. Exceptions will be considered case-by-case by the Director of Operations/COO. All minors must submit a medical consent and release form for each international event (available through the National Coaches or PIC).
 29. Team members are expected to abide by country and state laws; be respectful of local customs and cultural differences; and abide by customs, and traditions of the region they are in at all times.
 30. Illegal, inappropriate indiscreet, or overindulgent use of alcohol is a Code violation. Use of alcohol in such a manner as to impair or jeopardize the Team member's training program, or competition performance, or which poses a safety hazard to such person, other athletes, or other persons, or while wearing USAS logo clothing, during an award ceremony, during media and/or interview opportunities, or which reflects poorly on the USAS organization, staff, volunteers, spectators or the sport of shooting, is strictly prohibited. Under no circumstances is an athlete or staff member to consume alcohol when in violation of the law or range rules. The PIC will determine any such occasions when the use of alcohol may be appropriate while in USAS logo clothing.
 31. The Team member accepts financial responsibility for airline tickets, hotel accommodations, and other expense activity which he/she has agreed to attend, but subsequently does not attend, unless athlete has been formally excused by the National Team Coach, PIC, or Director of Operations/COO. If the Team member fails to appear at the event or make financial restitutions for expenses incurred by USAS, the Team member recognizes he/she can be placed on the B team. To regain active and supported status, the Team member must reimburse the team for the full net amount of the obligation USAS incurred, plus late fees, if applicable. Those athletes that are electing to self-fund are to receive their invoice prior to departure and must make payment in full as outlined in the invoice.
 32. Keep all contact information current and respond to requests by USAS staff in a timely manner.

33. Non-team members, including family and friends attending USAS or ISSF events, are expected to live up to the spirit and intent of this Code of Conduct. Team members are expected to educate family and friends on the Code and strongly encourage compliance. The PIC is authorized to take reasonable action to correct violations directly with the non-participant when the situation dictates, and resort to action through the team member only under appropriate circumstances. Team members are normally not subject to disciplinary action for the misconduct of family members and non-participants.
 34. Team members are expected to compete in the spirit of fair play and good sportsmanship. False accusations, slanderous remarks, or statements concerning other participants that are inaccurate or untrue are clear violations of this code.
 35. Team members may not willfully aid, abet, or conspire with others to engage in any conduct or actions prohibited in any section of the Code.
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USA SHOOTING CODE OF CONDUCT

Section IV: Dress Code and Team Uniform Policy

A. Team Uniform Policy

1. The Dress Code and Team Uniform policy allows USAS members to present a favorable image to the media and the public. In addition, USAS sponsors, suppliers, and licensees who provide critical support for our organization and athletes deserve the brand exposure and recognition. This policy applies to the USA Shooting Olympic and Paralympic Teams, National Team (NT), National Development Team (NDT), National Junior Team (NJT), Junior Olympic Squad and other Teams that may be established under the auspices of USA Shooting.
2. One of the strengths of USA Shooting is its focus on team unity. An important element of that focus is the team uniform. This policy ensures the USA Shooting team members will comply with the ISSF directives on athlete apparel, as well as USA Shooting's objectives for the uniform.
3. USA Shooting Uniform Objectives:
 - a. Present a distinctive, patriotic, fashionable, and uniform appearance for our athletes.
 - b. Provide a durable-yet-affordable design that can extend through a quadrennial.
 - c. Provide consistency across disciplines to maintain a strong reinforcement of team identity.
 - d. Set up our athletes to portray the desired image both on the field of play and on the podium. Clothing worn by competitors in training and competition must be clothing that is appropriate for wear by athletes at international Olympic and Paralympic sports competition.
 - e. Accommodate the athletes in their performance on the field of play; i.e., provide a uniform that does not hinder the athletes in their individual shooting techniques, and is suitable under varying conditions.
 - f. Shape the culture that reflects professionalism, team unity, discipline, and excellence.
4. Athletes will participate in the clothing and team uniform evaluation and selection process.
5. When participating in USAS activities or any ISSF competition names, logos, or marks of current USAS sponsors, as approved by USAS, may be displayed. Athletes may also display personal sponsor names, marks or logos in accordance with current ISSF Official Statutes Rules and Regulations. It is not permissible to wear clothing with marks/logos

- representing those companies in competition to current USAS sponsors at USAS funded activities. Current USAS sponsors are listed on the USAS website.
6. In domestic events, this uniform policy applies only to National Team, National Development Team, National Junior Team and Junior Olympic Squad members receiving support from USAS. Support is defined as any event where USAS provides either in advance or by reimbursement any financial consideration including transportation, fees, hotel, meals or ammunition.
 7. Athletes and team officials will abide by the Dress Code at all official competitions and events unless deviation is authorized by the Person-In-Charge (PIC).
 8. Competitors traveling internationally with the Team who are not current members of a USA Shooting Team (NT/NDT/NJT/JOS) are required to adhere to the guidance for attire contained in this Dress Code and Uniform Policy as close as practical as approved by the PIC.
 9. The Team Leader, PIC or National Coach may authorize or direct clothing variations for a specific event or occasion.

B. DRESS CODE

1. Competition Clothing:
 - a. USA Shooting polo shirt or T-Shirt with USAS marking. Colors: Red, white, or blue (any shade).
 - b. For ISSF and international events, navy blue or black slacks, capris, athletic pants/shorts or the Jammin pants are preferred. Do be aware that the ISSF Dress Code states “non-sporting colors that are to be avoided are plaids, khaki, olive, brown and camouflage”. Lighter brown/khaki colored slacks are most common and coordinate well with other apparel. ISSF judges and officials have not typically enforced the rule related to “non-sporting colors”. If khaki is worn, alternative clothing should be available in the event the ISSF Dress Code is strictly enforced. Plaids are not permissible.
 - c. For domestic competitions, pants other than navy blue or black are permitted, but must conform to all other USAS and ISSF dress code requirements. Per ISSF rules, blue jean type pants are not permitted.
 - d. Special rifle shooting jackets and trousers as well as shotgun vests are at the election of the athlete. Team colors of red, white and blue are recommended.
 - e. Headgear: USA Shooting baseball-style hats or visors are recommended but not required. Headbands with blinders are permitted. Hats are to feature team colors: red, white, or blue (navy or light), with a USA Shooting logo or USA designation on the front. Headgear and sponsor markings must comply with ISSF rules and regulations.

- f. Appropriate footwear: Athletic shoes or specially designed shooting shoes are permitted in all events.
 - g. Uniform items issued for specific events (such as Pan American Games, Olympic and Paralympic Games, World Championships) may be worn in lieu of the designated competition uniform.
2. Travel Clothing:
- a. While traveling, all clothing is to meet the standards of “Business Casual” or Casual is acceptable. As such, slacks, pants, skirts, collared shirts (men) or blouses (collared or non-collared for women), and appropriate footwear must be worn. Neat or designer jeans are acceptable.
 - b. T-shirts, tank tops, and flip-flops are prohibited. All clothing must meet the minimum standards under Paragraph 3, Social and Casual Clothing.
3. Social and Casual Clothing:
When not covered by one of the circumstances described in paragraphs 2 and 3 above, Casual Clothing of the individual’s choice may be worn provided it conforms to the following:
- a. Must present a neat and clean appearance at all times.
 - b. No pictures or graphics of any sexual or offensive nature.
 - c. No words or phrases, which include offensive language or political statements.
 - d. Clothing that is torn, frayed, has holes, or is excessively faded is not appropriate.
 - e. Footwear must be worn (no bare feet) as appropriate.
 - f. If shorts are worn, the inseam length must not be less than 15 cm (six inches) above the center of the knee.
 - g. The Athlete’s clothing should be long enough to completely cover the participant’s abdomen.
 - h. Athletes must use good judgment for attire in all circumstances not covered here, such as during athletic or recreational activities, social gatherings, private events, and so forth.
 - i. Repair and cleanliness provisions apply to ALL clothing on ALL occasions.
4. All other official USAS activities:
The PIC will designate the uniform for official functions such as banquets, media events, photo shoots, trade shows, sponsor activities and any other USAS functions.
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Section V: TEAM MEMBER AGREEMENT

A. GENERAL

1. This Team Member Agreement applies to members of the USA Shooting Teams, including the National Team (NT), National Development Team (NDT), National or Junior Team (NJT), and concerns sponsorship, support, and incentives.

By checking the “ACCEPT” statement at the end of this document, signing and dating, without alteration, the Team member acknowledges he or she has read, understood, and will comply with this Agreement. Team members who check the “DECLINE” statement, must still sign and date the agreement. Team members who decline the provisions of this Agreement will retain eligibility on the Team and are still eligible for Basic Services (see Paragraph 4a, below), but may receive reduced funding and sponsor product. Team members who decline ARE NOT ELIGIBLE FOR USAS TEAM MEMBER INCENTIVES, but will still be eligible for USOPC Direct Athlete Support. Athletes who decline this Agreement must still sign and comply with the Code of Conduct.

2. Team members’ participation in USAS programs is entirely voluntary, but implies responsibility. In order to protect the organizational, operational, and financial integrity of USAS and its programs, including its obligations as an NGB, we must govern the receipt of benefits and requirements for athlete participation. Nothing in this Agreement is intended to create an employer/employee relationship between USAS and the Team members; nevertheless, there is a clear obligation between both parties to honor all aspects of this policy.

B. TERM OF AGREEMENT

1. Team members may update this Agreement at any time for any reason by notifying USAS Director of Operations/COO, checking the appropriate statement, signing and dating. The Team member has a responsibility to remain current with this document, especially regarding sponsorship. A list of sponsors and supporting partners is available on the USA Shooting website at the “Sponsors” link at: <https://www.usashooting.org/about/sponsors>
2. This Agreement expires on December 31 of the year following the effective date or signature date, whichever comes last. (NOTE: The Code of Conduct and Team members’ agreement thereto does NOT expire, but may be updated periodically.)

C. USA SHOOTING AND TEAM MEMBER RESPONSIBILITIES

1. I agree that while a member of the National Team, National Development Team, or National Junior Team, I will pursue a training program designed to improve and maximize my performance level, abide by the Code of Conduct, and support USA Shooting’s efforts to strengthen its organizational and athlete programs.

2. I understand that by accepting this Agreement, I acknowledge an on-going responsibility to USAS and its sponsors. Under the provisions of the USAS Code of Conduct, Section I, Paragraph E(2), I am obligated to be familiar with all USAS sponsors. I agree that if I have an agreement for sponsorship, licensing, advertisement or promotion with an entity (“My Sponsor”) that is in competition with a USAS sponsor, I will not, while directly engaged in any competition, event, or activity as a funded member of the National Team, National Development Team, National Junior Team, or Junior Olympic Squad promote the products or services of My Sponsor.
3. USA Shooting may provide athletes with sponsor and/or team-provided product(s), including ammunition. Using such products is important for developing and honoring corporate sponsorships. Acceptance of such product(s) indicates a willingness to use these products. Team members are required to use non-Performance Equipment sponsor products at training and/or competitions as designated by the USAS staff. Team members may decline to accept performance equipment and/or product(s) with the full understanding that USAS will not provide alternate products, store, ship, or in any way assist in procuring products on behalf of the Team member who competes with USAS and/or USOPC sponsors. Team members are prohibited from speaking negatively and should speak positively regarding sponsors products.
4. USA Shooting will provide Team members with “Basic Services” listed below.
 - a. Basic services:
 - 1) Coaching assistance from the Team staff.
 - 2) A limited ammunition allocation, depending on availability of funding, sponsorship support, and athlete performance level.
 - 3) Financial support to team training and competitions, which may include reimbursement for meals, lodging, travel, fees, and other authorized expenses. Not all activities may be subsidized 100%. Financial support is determined by program needs, performance levels, and budget.
 - 4) USOPC Performance Pool funded programs and USOPC Athlete Support where eligible and qualified.
 - b. In addition, the following support benefits may be provided to Team members accepting this Agreement. The extent of the support is dependent upon various factors including budget, time, sponsor support, staffing, and Athlete performance levels:
 - 1) Use of products provided by sponsors
 - 2) USAS athlete incentive and/or reward programs may be provided.

D. ATHLETE INCENTIVES and REWARDS

The athlete incentive program is designed to reward shooting performance and encourages the use of key sponsor products. Any incentives offered will be established by USAS and will be dependent upon the nature and value of the related sponsor. Any incentive program will be implemented at the

discretion of USAS and/or relevant sponsors. Incentives—monetary or product—will be based on the total contribution of the sponsorships.

E. HEADINGS

The titles and paragraph headings contained herein are for convenient reference only. They shall not be used in any way to govern, limit, modify or construe this Agreement and shall not be given any legal effect.

F. AMENDMENT

This Agreement may not be amended or modified in any respect except in writing, signed by each party.

G. WAIVER

The failure of either party at any time to demand strict compliance by the other party with regard to any of these terms, covenants, or conditions of this Agreement shall not be construed as a continuing waiver or relinquishment of any rights granted by this Agreement.

H. SEVERABILITY

If a provision of this Agreement is or becomes illegal, invalid or unenforceable in any jurisdiction, that shall not affect:

1. The validity or enforceability in that jurisdiction of any other provision of this Agreement; or
2. The validity or enforceability in other jurisdictions of that or any other provision of this Agreement.

I. ENTIRE AGREEMENT

This Agreement and any exhibits or addenda referred to herein, including the USAS Code of Conduct, embodies the complete agreement and understanding between the parties with respect to the subject matter hereof.

J. GOVERNING LAW

This Agreement has been entered into in the State of Colorado and all questions with respect to the construction of this Agreement and the rights and liabilities of the parties shall be governed by and construed in accordance with the laws of the State of Colorado. Any disagreements that arise with respect to this Agreement must be addressed under the Grievance procedures outlined in the USAS Bylaws and USAS Policies and Procedures, Section X.

[CONTINUE TO THE PARTICIPANT'S AFFIRMATION, BELOW]

PLEASE COMPLETE THIS PAGE AND RETURN IT TO YOUR NATIONAL COACH. YOUR STATUS AS A TEAM MEMBER IS NOT ACTIVATED UNTIL YOU RETURN THIS SIGNED SHEET TO USA SHOOTING.

(Place your initials on one of the statements below)

_____ I ACCEPT and will comply with the Team Member Agreement in Section IV above.

_____ I DECLINE the Team Member Agreement in Section IV above. If I decline this Agreement, I understand that my eligibility to participate as a team member is not jeopardized; however, I will only be entitled to “Basic Services” and may not be entitled to the full level of USAS support accorded to Team members who accept this Agreement. I understand that I may not receive sponsor-provided products, incentives associated with product use, or the financial benefit gained from sponsor contracts.

PARTICIPANT’S AFFIRMATION OF THE CODE OF CONDUCT AND THE TEAM MEMBER AGREEMENT:

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of a USA Shooting Team. I have also read and understand the Team Member Agreement in Section IV above, and have initialed either the “ACCEPT” statement, or the “DECLINE” statement above.

Signature Date

Printed Name Discipline (Rifle, Pistol, Shotgun, Paralympic)

PARENT/GUARDIAN CERTIFICATION
(For participants under the age of 18 as of date of signature)

Signature Relationship (Parent or Guardian) Date

Team Member’s Signature Printed Name

Please send (or fax, or scan and email) to: USA Shooting, c/o (name of coach or staff)
1 Olympic Plaza
Colorado Springs, CO 80909
Fax: 719-866-2200

Please contact Matt Suggs, USA Shooting CEO, for questions about this policy and the enforcement of this policy at matt.suggs@usashooting.org.