



USA Judo Code of Conduct Policy
Date of Issuance: December 22, 2022

Purpose:

USA Judo has adopted this Code of Conduct to support its mission and core values with the expectation that the people who work for, with or on behalf of USA Judo shall conduct themselves consistent with the same.

I. Introduction

Mission: As the National Governing Body (NGB) and member of the US Olympic & Paralympic Committee, USA Judo enables all United States judo athletes to achieve sustained competitive excellence in domestic and international judo competition, and the promotion and growth of the sport of Judo in the United States.

II. Applicability

This code of conduct applies to all employees, contractors, volunteers, board members, officers, committee, advisory or task force members, hearing panel members, club members, affiliated organizations and individual members of USA Judo (collectively, “you”).

III. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Judo maintains an “open door” for anyone who has questions or concerns. If you need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager (if applicable), USA Judo’s Chief Executive Officer (“CEO”) or the Chair of the Ethics & Grievance Committee. You are expected to seek advice and clarification promptly when you are uncertain about proper actions or practices.

You have an obligation to report potential or actual violations of this code of conduct to your supervisor or manager (if applicable), the CEO or the Chair of the Ethics & Grievance Committee, or any other designated reporting authority identified by USA Judo from time to time.

USA Judo will:

- Notify the USOPC’s Security & Athlete Safety Office of any allegation of prohibited conduct that occurred at an Olympic & Paralympic Training Center (OPTC) or USOPC Delegation Event and any temporary measure(s) imposed.

- Notify the USOPC’s Security & Athlete Safety Office of any temporary measure(s) (imposed or removed) affecting Participants who might or will be attending a Delegation event, have access to an OPTC, or receive a benefit and/or service from the USOPC.

Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the code of conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action. For additional information on this topic, please consult USA Judo’s Whistleblower Policy.

IV. Legal Compliance

USA Judo requires that you follow the code of conduct and abide by all applicable USA Judo and United States Olympic & Paralympic Committee rules, policies and procedures; United States federal, state and local laws as applicable, including the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501 – 22529; The U.S. Center for SafeSport Code, and foreign law as applicable. If you ever encounter a conflict of law, such as a conflict between United States and foreign law or have any questions about the legality of any action, contact the CEO of USA Judo for further information and guidance.

V. Code of Ethics

The promotion of an ethical workplace free from misconduct allows USA Judo to focus on its mission. To that end, the USA Judo Ethics & Grievance Committee and staff develop and implement policies and procedures to equip USA Judo members with guidance and resources to successfully navigate ethics and code of conduct related issues.

VI. Commitment to Integrity

USA Judo is committed to honesty, respect and integrity as the foundation of our activities. In turn, USA Judo expects participants to conduct themselves in an ethical and legal manner as representatives of USA Judo. This requires that participants:

- Respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation discrimination on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation or any other characteristic protected under applicable federal, state or local law.
- Know, understand and comply with all applicable laws, regulations and codes of conduct.
- Ensure that all USA Judo work and transactions are handled with honesty, integrity and recorded accurately.
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USA Judo and act accordingly.

USA Judo recognizes that wagering on the Olympic, Paralympic and other USA Judo sanctioned events and on athletes where they are participating in those events, for example sports book bets and fantasy sports programs that have the possibility of valuable winnings (“Olympic/Paralympic Wagering”), is legal and regulated in the State of Nevada and in a number of foreign jurisdictions. At the same time, it is critical to the avoidance of actual and/or apparent conflicts of interest and to the overall integrity of the Olympic and

Paralympic Movement that no person involved in the Movement promote, support or otherwise engage in Olympic and Paralympic Wagering. Thus, you must at all times refrain from directly or indirectly:

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

If anyone approaches you about engaging in items 1-5 above, you have an obligation to disclose this, as set out in Section III above.

VII. No Abuse and SafeSport

USA Judo finds sexual, emotional and physical abuse intolerable and in direct conflict with Olympic and Paralympic Ideals. To that end, USA Judo has a USA Judo SafeSport Policy and adopted the U.S. Center for SafeSport Code which may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>.

You have a duty to report any alleged sexual, emotional or physical abuse occurring in the workplace or at any USA Judo supported training facility or activity, club or sanctioned event as set forth in USA Judo's SafeSport Policy (including, but not limited to, the Minor Athlete Abuse Prevention Policy) and U.S. Center for SafeSport Code to SafeSport@usajudo.us or to the U.S. Center for SafeSport at <https://uscenterforsafesport.org/report-a-concern/>.

VIII. Conflicts of Interest

USA Judo has instituted a conflict of interest policy that requires any conflicts of interest, whether actual or apparent, be reported promptly to the Ethics & Grievance Committee. A copy of the policy may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>. In addition, all USA Judo board members, officers, committee members, task force members, hearing panel members, employees, and volunteers are required to complete an annual conflict of interest disclosure and certification.

IX. Complaints, Investigation and Disposition

By becoming a USA Judo member, you are subject to and may submit a complaint under USA Judo's Ethics & Grievance Procedures and Policy, USA Judo's SafeSport Policy and Background Screen Criteria and Review Policy and USA Judo's Whistleblower Policy. A copy of these policies may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>.

Individuals may submit complaints to the following:

- Administrative and Right to Compete complaints may be sent to CEO@usajudo.us.
- Ethics complaints may be sent to the chair of the Ethics & Grievance Committee at Ethics@usajudo.us.
- SafeSport complaints may be sent to USA Judo at AthleteSafety@usajudo.us or to the

X. Personal Use of Organization Resources

It is the responsibility of employees, volunteer and independent contractors to protect and preserve USA Judo's resources, including USA Judo intellectual property. If you have a question about use of any USA Judo resources, you should consult the employee handbook and/or contact your supervisor (if you are a USA Judo employee) or the CEO at ceo@usajudo.us.

USA Judo business should not be discussed with unauthorized persons. You should be careful about discussing USA Judo information and activities in the presence of, or within hearing distance of, unauthorized personnel. You should also not seek or accept any information to which you and USA Judo are not legitimately entitled, regardless of the source.

Your obligation to maintain the confidentiality and protection of USA Judo information does not end even if your employment or other relationship with USA Judo ends.

XI. Political Activities and Contributions

USA Judo and its employees, volunteers and independent contractors must comply with all federal, state and local laws governing participation in government relations and political activities when acting in an official USA Judo capacity. Additionally, USA Judo funds or resources are not contributed to individual political campaigns, political parties or other organizations that intend to use the funds primarily for political purposes. USA Judo also does not permit any political literature, campaign materials or politically orientated information, materials, posters, signs or buttons to be displayed, circulated or otherwise present on USA Judo's property or while conducting work for USA Judo. There are some very limited exceptions to this policy. At times, USA Judo may ask individuals to make personal contact with government officials or to write letters to present USA Judo's position on specific issues. Before doing so you should confirm with the CEO that such contact is authorized and in compliance with this policy and that you are knowledgeable on the specific issues about which you have been asked to speak. You may, of course, participate in the political process on your own time and at your own expense, so long as you do not give the impression that you are speaking on behalf of or representing USA Judo in such activities. Nor can you be reimbursed by USA Judo for any personal contributions for such purposes. If you are seeing public office, you may use paid time off or request leaves of absence to campaign or hold office. USA Judo will not make contributions to any political candidate or party. This policy is required by the Ted Stevens Olympic and Amateur Sports Act, the Internal Revenue Code and other applicable law. You should contact the CEO at ceo@usajudo.us if you have any questions or concerns regarding these requirements.

XII. USA Judo Information

All USA Judo employees, volunteers and independent contractors are responsible for the integrity and accuracy of organization documents, communications and financial records. All financial information must reflect actual transactions and conform to generally accepted accounting principles. It is a violation of the code of conduct to alter or falsify information, including any record or document, to intentionally make a false or exaggerated statement or claim to anyone or to mislead anyone. Anyone having concerns regarding questionable accounting or auditing matters should report their concerns to the CEO or Chair of the Ethics

& Grievance Committee.

XIII. Business Relationships

It is imperative that all USA Judo supplies, vendors and other business relationships are managed in a fair, equitable, ethical and legal manner consistent with the code of conduct, all applicable law and good business practices. Wherever practical, USA Judo provides a competitive opportunity for suppliers and vendors business, we enlist their active support in ensuring that we meet customer expectations regarding quality, cost and delivery. Decisions to hire or engage a vendor or supplier should be made on the basis of objective criteria, and not on the basis of personal relationships, friendships or the opportunity for personal gain, financial or otherwise. Prior to entering into a transaction or contract for a purchase or potential purchase that involves an actual or perceived conflict of interest, USA Judo employees, volunteers and contractors should consult with the CEO or the Chair of the Ethics & Grievance Committee.

Similarly, you should consult and adhere to the Gift & Entertainment Policy, and if necessary, obtain permission pursuant to the policy, before giving or receiving any entertainment of gifts. A copy of the Gifts & Entertainment Policy may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>.

XIV. Business Dealings with or in Foreign Countries

Gifts: The giving of gifts to, and receiving of gifts from, foreign nationals or representative of foreign governments is governed by a complex set of United States and foreign laws. Generally, the giving and receiving of such gifts is very limited or prohibited. When acting in an official USA Judo capacity and before offering a gift to a foreign national, you must receive the approval of the CEO. In addition, if an exchange of gifts is both legal and normal practice in your role with USA Judo, the giving and receiving of such gift(s) will be subject to USA Judo's Gift & Entertainment Policy. A copy of which may be found on USA Judo's website at <https://www.teamusa.org/USA-Judo>.

Payments: It is a felony under United States laws for USA Judo, any of its employees, or anyone acting on its behalf to give, offer, promise or authorize a payment to a foreign official, foreign political party or official thereof, or any candidate for foreign political office, for the purpose of corruptly obtaining or retaining business for USA Judo. United States law also makes it a felony to pay money or anything of value to a commission agent, sales representative or consultant when there is knowledge or firm belief that the payment will be used to corruptly influence a government official in connection with a business USA Judo is attempting to obtain or retain. Political contributions will not be made by or on behalf of USA Judo in foreign countries. USA Judo will observe the laws of foreign countries in which it operates concerning payments of agents' fees and commissions, provided these laws are not in conflict with United States law. As a USA Judo representative, you are not to engage in activities designated to circumvent foreign laws concerning retaining or paying sales representatives and consultants.

Export Control Laws: It is USA Judo's policy to comply with the export and reexport control rules and regulations under the Export Administration Regulations (EAR) administered by the United States Department of Commerce and the International Trade in Arms Regulations (ITAR) administered by the United States Department of State. You are not to engage in any export-related transaction on behalf of USA Judo which would violate these regulations.

XV. **Contact Information**

USA Judo CEO: CEO@usajudo.us

Chair of the Ethics & Grievance Committee: Ethics@usajudo.us

Safe Sport Manager: AthleteSafety@usajudo.us

Elite athlete who needs confidential, independent advice or assistance in resolving a concern or dispute on any sport related matter may contact the Office of the Athlete Ombudsman at ombudsman@usathlete.org or 719-866-5000.

USA Judo Code of Conduct Agreement

In order to assist all members and to better serve the interests of those who participate in judo, USA Judo has adopted its Code of Conduct Policy. The code of conduct (the "Code") is intended to provide standards of ethical conduct that can be applied by United States Judo to its members, volunteers, and staff. The Code is intended to provide general principles to cover most situations encountered. The primary goal is the welfare and protection of the individuals and groups involved with USA Judo. The code provides a common set of values, but it is the individual's responsibility to aspire to the highest possible standards of conduct and performance.

USA Judo grants the privilege of membership; therefore, any member or prospective member of USA Judo may be denied membership, censured, placed on probation, suspended for a definite or indefinite period of time with or without terms of probation, fined or expelled from USA Judo if such manner violates the provisions of the USA Judo Code of Conduct, or through direct action or lack of action, aids, abets or encourages another person to violate any of the provisions of the USA Judo Code of Conduct.

I pledge to uphold the spirit of the USA Judo Code of Conduct (the "code"), which offers a general guide to my conduct as a member (athlete, coach, referee, etc.), volunteer, or staff of USA Judo. I recognize that this code does not establish a complete set of rules that prescribes every aspect of appropriate behavior.

Acceptance of Terms and Conditions of USA Judo Code of Conduct Agreement

I understand the Code of Conduct is administered under the authority of USA Judo and that a violation of the Code may subject me to. I certify that I have read, fully understand, accept, and agree to be bound by the USA Judo Code of Conduct.

SIGNATURE
DATE

PRINT NAME

Parent/Guardian Certification (For individuals under the age of 18 as of date of signature.)

SIGNATURE

DATE

RELATIONSHIP

On behalf of USA Judo this agreement has been accepted and approved by:

SIGNATURE

TITLE

DATE