



USA SHOOTING CODE OF CONDUCT POLICY

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1. Purpose

This policy constitutes the Code of Conduct (the Code) of USA Shooting. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with USA Shooting, and to ensure that all individuals who associate with USA Shooting conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit, and ideals.

2. Applicability of Policy

This Policy applies to all USA Shooting members, athletes, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, and volunteers, and anyone participating in USA Shooting events and activities (collectively, "Affiliated Individuals"). All such Affiliated Individuals should become familiar with the rules and standards of this Code.

3. Legal Compliance

USA Shooting requires that Affiliated Individuals follow the Code of Conduct and abide by all applicable USA Shooting policies and procedures; United States federal, state, and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act; and foreign law as applicable. If an Affiliated Individual should 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 Ethics@usashooting.org for further information and guidance.

4. The Code of Conduct

All Affiliated Individuals must:

- Adhere to the anti-doping rules and policies of the International Olympic Committee (“IOC”), International Paralympic Committee (“IPC”), U.S. Olympic & Paralympic Committee (“USOPC”), World Anti-Doping Agency (“WADA”), U.S. Anti-Doping Agency (“USADA”), International Shooting Sport Federation (“ISSF”), and World Shooting Para Sport (“WSPS”), until such time as the WSPS anti-doping rules have been incorporated into ISSF.
- Adhere to the rules and policies of the U.S. Center for SafeSport and the ISSF Integrity Code including, but not limited to, the SafeSport Code, and the ISSF Safeguarding Policy and Regulations Against Harassment and Abuse (effective Aug. 2025), any applicable WSPS policy, and the USA Shooting Athlete Safety Policy.
- Comply with the USA Shooting Sports Integrity Policy, the USOPC Sports Integrity Policy, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, the ISSF Integrity Code and/or the IPC Code of Ethics, as applicable, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- In competition, compete to the best of his or her ability while being safe and sportsmanlike.
- Respect and comply with the laws of the state and/or country in which training, traveling, or competing occurs, including, but not limited to, laws governing the possession and use of drugs, alcohol, firearms and ammunition, and providing of drugs to any person and of alcohol to minors.
- Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable policies, including those of USA Shooting, as well as the competitions and events in which he or she participates.
- Respect and abide by all other rules, policies, and procedures of USA Shooting, ISSF/WSPS (as applicable), and of the facilities and accommodations in which he or she trains and lives at and/or uses.
- Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, support staff and audience members at all events and competitions.
- Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
- Respect the property of others and not vandalize, damage, or steal any such property.
- Agree to refrain from authorizing the use of photographs, films, or videos of a member in USA Shooting or Team USA/USOPC apparel or equipment or the use of the USA Shooting or USOPC logos for the purpose of trade, without the prior written consent of USA Shooting or the USOPC respectively. For more guidance on usage of USOPC information, please refer to the [USOPC Brand Usage Guide](#).
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to oneself, one’s athletes, USA Shooting, or the United States, is a Code violation.
- Understand that, if under the age of eighteen (18), any individual’s parents or legal guardians may be notified of all written reports of counseling or misconduct.
- Understand that any dispute or action arising from this Code of Conduct will be resolved through USA Shooting’s Complaint/Grievance Policy and Hearing Procedures.

All Board/Committee Members and USA Shooting staff, in addition to the above expectations outlined for all Affiliated Individuals, are expected to:

- Function primarily on behalf of USA Shooting and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of USA Shooting governance documents, policies, and procedures.
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
- Act (i) in good faith; (ii) with the care an ordinarily prudent individual in a like position would exercise under similar circumstances; and (iii) in a manner one reasonably believes to be in the best interests of USA Shooting.

All Coaches, and those functioning as coaches, in addition to the expectations outlined above for all Affiliated Individuals, are expected to:

- Treat all athletes, including those coached by others, with respect at all times.
- Be aware of the health and safety of all athletes at all times in regard to our sport. If conditions are unsafe, follow best practices and do not allow the health and safety of the athletes to be compromised.
- Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.
- Be prepared with an executable emergency action plan (such as for inclement weather or threats to the facility or individuals) for the coach's and/or event administrator's primary use that can be shared with athletes and other stakeholders and practiced ensuring safe execution when and if needed.
- Assist athletes in forming goals and expectations that are realistic and practical with consideration of the age, resources, and experience of the athlete.
- Consistently give athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g., time management, goal setting) at a minimum of once per season.

All Athletes, in addition to the expectations outlined above for all Affiliated Individuals, are expected to:

- Abide by all published rules related to USA Shooting Team Selection Procedures.
- Upon qualifying for and/or being selected to the USA Shooting Team, National Team, National Development Team, National Junior Team, or Junior Olympic Team, agree to follow any Team Rules in place for competing athletes, including but not limited to dress code requirements.
- Remember that at all times each member is an ambassador for our sport, our country, and the Olympic and Paralympic movement.
- Refrain from conduct that detracts from other USA Shooting participants' ability to attain peak performance.

All Officials, and those functioning as officials, in addition to the expectations outlined above for all Affiliated Individuals, are expected to:

- Maintain a current and thorough knowledge of the rules and officiating procedures of our sport and officiating procedures.
- Conduct themselves impartially, professionally and in good faith.
- Assist with the development of lesser-experienced officials as needed.
- Take ownership of actions and decisions made while officiating.

All Parents, fans and spectators, in addition to the expectations outlined above for all Affiliated Individuals, are expected to:

- Encourage athletes to compete within the rules and to resolve conflicts positively.
- Never ridicule a participant for making a mistake during a competition, practice, or training session.
- Respect the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, support staff, volunteers, and spectators.

5. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Shooting maintains an “open door” for anyone who has questions or concerns. USA Shooting will support all efforts to comply with this Code of Conduct.

If Affiliated Individuals need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager, if applicable, or contact the USA Shooting Ethics Committee at Ethics@usashooting.org. Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions and are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices.

Affiliated Individuals have an obligation to report potential or actual violations of this Code of Conduct to the USA Shooting Ethics Committee at Ethics@usashooting.org, pursuant to the USA Shooting Complaint/Grievance Policy and Hearing Procedures or by using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone. Website: usopc.ethicspoint.com Hotline: 877-404-9935.

USA Shooting has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct. Retaliation means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with— (A) the U.S. Center for SafeSport; (B) a coach, trainer, manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress. *For more information about the*

definition of retaliation and USA Shooting's zero tolerance approach to retaliation, please see the USA Shooting Whistleblower and Anti-Retaliation Policy.

Anyone who makes a false report knowing that it is false or that it has no basis in fact is in violation of this Code of Conduct. Such a violation may itself be reported under this Code of Conduct and may lead to serious consequences.

6. Investigation of Potential Violations

USA Shooting takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with the USA Shooting Complaint/Grievance Policy and Hearing Procedures, the USA Shooting Bylaws, etc. as published and available on USA Shooting's [website](#).

In no event shall USA Shooting deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USA Shooting Complaint/Grievance Policy and Hearing Procedures.

7. Resources

Affiliated Individuals may contact the parties below for questions and complaints:

- USA Shooting Administrative, Ethics and Right to Compete questions and complaints should be directed to the USA Shooting Ethics Committee at Ethics@usashooting.org.
- SafeSport Complaints and concerns should be reported immediately to the U.S. Center for SafeSport at: <https://uscenterforsafesport.org/report-aconcern/>
- Athlete members also may contact the Team USA Athletes' Commission Representative or any athlete board member.

Specific to the Olympic and Paralympic Movement:

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other USA Shooting athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their USA Shooting to understand additional resources and options available to them.

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: usopc.ethicspoint.com Hotline: 877-404-9935

8. Point of Contact

Questions regarding this policy or specific situations should be directed to the USA Shooting Ethics Committee at Ethics@usashooting.org.