

USA Climbing Code of Conduct

Overview

The USA Climbing Code of Conduct applies to all employees, members, the Board of Directors, Officers, athletes, volunteers, coaches, and independent contractors (referred to as “Covered Individuals” hereafter). In addition to this USA Climbing Code of Conduct, the organization has created activity-specific Codes of Conduct for employees, judges, routesetters, and coaches; these individuals are also required to review and abide by the respective Code of Conduct for these activities.

Organizational Expectations

USA Climbing is committed to honesty and integrity. It is expected that Covered Individuals represent USA Climbing in a positive manner through acting in good judgement and character as organizational representatives. The Covered Individuals are required to:

- Adhere to rules, policies, and procedures of USA Climbing and the USOPC, US Center for SafeSport policies and procedures, the USA Climbing rulebook, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and state or county laws as applicable
- Treat everyone fairly within the context of their activity regardless of gender, age, ethnicity, nationality, race, sexual orientation, gender expression or identity, religion, economic status, disability, or team affiliation
- Protect information belonging to USA Climbing, members, contractors, and staff
- Refrain from using USA climbing information or assets for personal gain
- Adhere to appropriate safety protocols relevant to climbing

It is important to for all Covered Individuals to recognize that misconduct or impropriety can be damaging to the reputation of USA climbing.

Reporting Code of Conduct Violations

To report a violation to the USA Code of Conduct, or the Codes of Conduct specific to judges, routesetters, and coaches, an individual should notify the CEO or the Chair of the Judicial Committee for proper review, investigation, and resolution as outlined in Article 15 of the Bylaws.

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.

Additional Resources

All Covered Individuals are expected to adhere to USA Climbing’s Code of Ethics and Conflicts of Interest Policy found in Article 18 of the Bylaws. The Codes of Conduct for routesetters, judges and coaches can be found at www.usaclimbing.org. Employees of USA Climbing shall be subject to the employee-specific Code of Conduct in the USA Climbing Employee Handbook.

Further, the USOPC Office of the Athlete Ombuds is a resource to provide cost-free independent and confidential advice to elite and emerging athletes on all sports-related rules, policies and processes, and

to assist in the resolution of athlete concerns and disputes. More information about the Athlete Ombuds can be found at www.teamusa.org/athlete-ombuds.

Policy Owner

Further questions about the Code of Conduct can be directed to the CEO of USA Climbing.