

**CODE OF CONDUCT
DISCIPLINARY PROCEDURES
APPEALS AND GRIEVANCE PROCEDURES**

**FOR U.S. TEAM MEMBERS, INDEPENDENT ATHLETES
AND
U.S. TEAM STAFF MEMBERS**

EFFECTIVE JANUARY 2020

As a U.S. Team member, independent athlete or U.S. Team Staff member, competing or working at a World or Pan Am Championship or titled event, I understand and agree as follows.

Membership on a USA Water Ski & Wake Sports US Team, as well as competing as an independent U.S. athlete, at world and Pan Am titled and championships events, is an honor, a distinction few achieve and an accomplishment universally recognized. The responsibilities are many and include obligations to do my best for my National Governing Body (NGB), the Team and myself.

To this end, I pledge to uphold the spirit of this Code of Conduct, which offers a general guide to my conduct as a member of a US Team. I recognize that this Code cannot establish a complete set of rules, which prescribes every aspect of appropriate behavior. I further recognize that I may be required to abide by the provisions of other authorities (example: Ted Stevens Olympic and Amateur Sports Act, USOC, Pan Am Games, IWWF), in which case the stricter provisions shall apply.

By signing this document, I agree to abide by this Code of Conduct and the Appeals and Grievance Procedures, which will be used to resolve any alleged violations. I further acknowledge that the Code of Conduct and the Appeals and Grievance Procedures apply immediately upon my selection to the Team (whether as an athlete or Team Staff member), or upon my entry as an independent athlete, and they shall remain in force for as long as I am a member of the Team (or upon the conclusion of the relevant event as to independent athletes).

I have familiarized myself with the Code, and understand that acceptance of its provisions as written (in unaltered form) is a condition of my membership on the Team or my entry as an independent athlete.

As a Member of the Team or independent athlete, I pledge to:

- Comply at all times with all USA Water Ski & Wake Sports policies, including the SafeSport Policy and Code of Conduct and Ethics;
- Act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Maintain a level of fitness and competitive readiness which will permit my performance to be at a maximum level of my abilities;
- Avoid criminal behavior and acts including the mischievous damaging and vandalizing of personal, private and public facilities or property on and away from the venue;
- Not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Waterski and Wakeboard Federation (IWWF), the Pan American Sport Organization (PASO), or the USOC;
- Refrain from exhibiting public intoxication (drugs or alcohol);

- Refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- For Team Members and independent athletes under the age of 21: Refrain from the use or possession of alcoholic beverages, tobacco products or drugs **during the entire event, including travel to and from the event**. NOTE: Parents may not take “responsibility in absentia” for athletes under the age of 21;
- Refrain from purchasing or providing alcoholic beverages to persons under the age of 21, while at or traveling to/from Team events, including all hours between scheduled event activities;
- Refrain from loaning my identification credentials to underage athletes;
- Respect the property of others, whether personal or public;
- Respect the members of my Team, other teams, independent athletes, spectators and officials, and engage in no form of verbal, physical or sexual harassment or abuse;
- Use my best efforts to assist other members of my Team, independent athletes, the Team Manager(s), Team Coaches and Team Staff Members in achieving the goals and objectives of the Team;
- Follow my individual Sport Discipline Team rules, including by way of example: those specified in the Team Agreement, Code of Conduct and U.S. Team Staff Handbook, rules regarding curfew or attendance at Team meetings or functions as may be specified in writing or by the Team Manager, Team Coach, Team Staff Member or their designee;
- Act in a way that will bring respect and honor to my Team, USA Water Ski & Wake Sports, the sport and myself and remember that I am an ambassador for my sport and my country.

The above responsibilities illustrate conduct which is inconsistent with USA Water Ski & Wake Sports values, and the responsibilities associated with being affiliated with the Team or participating as an independent athlete. These guidelines do not establish a complete set of rules prescribing every aspect of inappropriate behavior, and are intended to illustrate a sampling of unacceptable behaviors, their relative level of severity, examples of possible penalties/repercussions of such behavior, and the specific individuals or organization with authority to impose penalties. USA Water Ski & Wake Sports shall provide individuals with the right to a hearing before being denied the opportunity to participate in accordance with USA Water Ski & Wake Sports Bylaws, Article IX (Complaint Procedures).

Note: for NSSA events, the Show Director serves as the Team Manager and Coach.

LEVEL 1 INFRACTIONS

- Verbally abusive, disrespectful, offensive, racist or sexist behavior.
- Being late for curfew, or being late or absent from an official event activity (camp, seminar, meeting, competition).
- Unsportsmanlike conduct.
- Public disturbance or nuisance.
- Failure to follow the dress code as designated by the Team Manager, at an official event or activity.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski & Wake Sports International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes’ Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Level 1 infraction.

- Earlier curfew.
- Verbal or written reprimand.
- Performance of specified task(s), such as formal written and/or oral apology, restitution, or performance of community service.
- Denial of the privilege to participate in any or all remaining team or athlete activity(s) at the event.
- Confinement to room or other controlled area(s).

LEVEL 2 INFRACTIONS

- Second offense of Level 1 Infraction
- Public intoxication (drugs or alcohol) [if 21 or over].

- Fighting.
- SafeSport or USA-WSWS Code of Conduct and Ethics policy violations.
- Pranks, jokes, or other activities, which endanger the safety of others.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski & Wake Sports International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes' Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Level 2 infraction.

- Any of the penalties described under Level 1 infractions.
- Withdrawal of entry from the tournament.
- Prohibition from attending the tournament or participation in any other any tournament/team events.
- Being sent back to travel point of origin or home base.

Authority and Penalties/Repercussions: Following a two-thirds (2/3) vote of the Sports Discipline and/or USA Water Ski & Wake Sports International Activities Committee, the following may be imposed as additional penalties for any Level 2 infraction:

- Revoking of uniform or other Team supplied items.
- Probation for up to one (1) year.
- Suspension from all USA Water Ski & Wake Sports Teams activities (trials, training camps, etc.) for up to one (1) year.
- Withholding of USOC or NGB funding for up to one (1) year.

ZERO TOLERANCE INFRACTIONS

- Second offense of Level 2 Infraction.
- Using performance enhancing substances.
- Vandalizing public or private property.
- Theft of property.
- Breaking the law.
- Purchasing, possessing or drinking alcoholic beverages, if under 21 years old.
- Intoxication (drugs or alcohol) at an official competition, event or activity.
- Violations of any applicable anti-doping policies, including (but not limited to) possession of/or taking/using illegal, banned drugs or controlled substances (includes performance enhancing substances).
- Purchasing or providing alcoholic beverages to persons under the age of 21 years.

Authority and Penalties/Repercussions: Following a majority vote of the USA Water Ski & Wake Sports International Activities Committee Chair, Sports Discipline International Activities Committee Chair, Team Manager, Team Coach, Athletes' Advisory Committee Chair, or their respective designees, the following penalties may be imposed for a Zero Tolerance infraction.

- Prevented from competing or participating in an official competition, event or activity.
- Being sent back to travel point of origin or home base. At the discretion of the person in authority, the athlete may be allowed to travel with the Team and/or remain at the official venue, if that is the most practical alternative.
- If infraction occurs before departure, privileges to travel with the Team and participate in an official competition, event or activity may be revoked.

Authority and Penalties/Repercussions: Following a two-thirds (2/3) vote of the Sports Discipline and/or USA Water Ski & Wake Sports International Activities Committee, the following may be imposed as additional penalties for any Zero Tolerance infraction:

- Any of items described under Level 2 Infractions.

- Revoking of uniform or other Team supplied items.
- Expulsion from the Team.
- Probation for up to two (2) years.
- Suspension from all USA Water Ski Teams & Wake Sports activities (trials, training camps, etc.) for up to two (2) years.
- Withholding of USOC or NGB funding for up to two years.
- Any other penalty that may be deemed appropriate for the particular violation.

Note: any alleged or confirmed violations of the SafeSport policy, or any applicable anti-doping rule violations, will also be referred to the U.S. Center for SafeSport or the anti-doping agency/authorities having jurisdiction, for further investigation and action (which shall be in addition to the above penalties or sanctions).

Section I: Disciplinary Procedures For This Code of Conduct

- 1) Introduction - These procedures will be followed when a member of the Team or any independent athlete is accused of a violation of this Code of Conduct. These procedures are a component of the Code of Conduct and are established to ensure a fair, equitable, independent hearing, appeal and grievance procedures.

- 2) Filing a Complaint – Any member of the Team, independent athlete, Team Staff, support staff or official delegation (the “Complainant”) may file a Complaint with the Sports Discipline International Activities Committee (the “IAC”) relating to any dispute arising under the Code of Conduct. A Complaint must:
 - a) Be submitted in writing or by electronic transmission (facsimile or e-mail) to the Chairman of the Sports Discipline International Activities Committee;
 - b) Be signed [electronic signature is acceptable];
 - c) Include a concise statement of the alleged grounds of noncompliance, breach of the Code of Conduct or nature of the dispute and the actions taken by the Complainant as of the submission date.

- 3) Processing the Complaint – Upon receipt of the Complaint, the Chairman of the Sports Discipline International Activities Committee (IAC Chair), or his/her designee, will promptly;
 - a) Begin an investigation of the Complaint;
 - b) Send the Complainant a notice acknowledging receipt of the Complaint and a copy of these Procedures;
 - c) Send to the individual(s) whose conduct is the subject of the Complaint (“the Adverse Party”), and any other party who may be entitled to receive such notice under the applicable USA-Water Ski & Wake Sports or Sport Division Bylaws or Policies and Procedures;
 - a notice of the filing of the Complaint;
 - an invitation to respond in writing to the Complaint;
 - a copy of these Procedures.
 - d) Notify the Chair of the Athlete Advisory Council, President of the Sports Discipline and the Executive Director of USA Water Ski & Wake Sports of the Complaint and supply each with a copy of the Complaint.

- 4) Investigation of the Complaint – The Complainant, the Adverse Party and other persons having information related to the subject matter of the Complaint shall be available in connection with the Sports Discipline IAC Chair’s investigation and shall cooperate in the collection of all relevant documents and the conduct of interviews. Failure of any party to cooperate may be commented upon in any hearing.

- 5) Resolution of the Complaint – Following the investigation, the Sports Discipline IAC Chair, or his/her designee, may attempt to resolve the dispute to the satisfaction of the parties. Any agreed upon resolution must include the written acknowledgement by the parties of that resolution. It is understood that when a

Complaint is filed during an official competition or activity the Sports Discipline IAC Chair, Team Manager and/or Team Coach, or their designee shall have (upon consultation with the Chair of the Athlete Advisory Council if readily available) authority to evaluate the Complaint and recommend those penalties deemed appropriate so long as remedies/penalties are within their level of authority, and that the athlete will be given fair notice and opportunity for a hearing if the recommended penalty is disqualification.

The agreed upon resolution along with the written acknowledgment shall be sent by the Sports Discipline IAC Chair to the full Sports Discipline IAC for review before being forwarded to the Sports Discipline Board of Directors for approval. The USA-Water Ski & Wake Sports Board of Directors shall be notified of any such action or resolution.

If a complaint arises during the course of a competition or during travel by a team to a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition and compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, such complaint will be filed with, and heard by, the USA Water Ski & Wake Sports Judicial Committee.

Decision and Penalties – If the matter is not otherwise resolved as set forth above, the matter shall be immediately referred to the entire Sports Discipline IAC for resolution and imposition of penalties. Decisions of the Sports Discipline IAC must be by two-thirds (2/3) vote of the committee and all votes on these matters must include at least twenty percent 20% athlete representation. The Sports Discipline IAC may impose any one or more of the penalties indicated in this Code of Conduct. If the recommended penalty is disqualification the athlete will be given fair notice and opportunity for a hearing. The decision of the Sports Discipline IAC shall be binding on all parties, subject only further complaint and appeals as set forth in the USA-WSWS Bylaws (Article IX). The final decision shall be also be binding on all of the USA Water Ski Sports & Wake Sports Disciplines.

▪ Appeals may be made of the decision through the Complaint or Appeals procedures outlined in the following Section II - TITLED: Complaint and Appeal Procedures.

Section II: Complaint and Appeal Procedures

A. These procedures apply when the event is an international event at which the athlete is officially representing USA Water Ski & Wake Sports.

B. After a decision has been rendered by the Sports Discipline, and if the athlete disagrees with the decision of the Sports Discipline, the decision may be appealed (or an independent complaint may be filed, if appropriate) at any time within a period of thirty (30) days of the decision having been communicated to the athlete by the Sports Discipline. Any complaint or appeal shall be initiated by the athlete providing written notice of appeal to the President of the Sports Discipline having jurisdiction over the decision being appealed, and the President of USA Water Ski & Wake Sports. The appeal shall meet the filing requirements set forth in USA-WSWS Bylaws Article IX.

C. Upon receipt of the Complaint or Appeal, the matter shall be handled according to the USA Water Ski & Wake Sports Bylaws, Article IX Complaint and Appeal Procedures.

D. USOC Code of Conduct and Grievance Procedures apply and take precedent during the period of the Pan Am Games identified in that document.

PARTICIPANT'S AFFIRMATION

I have read, understand and accept this Code of Conduct Disciplinary Procedures and the Appeals and/or Grievance Procedures document. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being named and remaining a Team Member or Team Staff Member of a U.S. Team.

Name of US Team Sports Discipline

_____/_____/_____
Signature Date

Print Name

_____/_____/_____
Parent/Legal Guardian Affirmation (if under 18) Relationship Date