



# USA ARCHERY ANTI-DOPING, DRUGS AND ALCOHOL POLICY

Updated: September 2021

## POLICY STATEMENT

USA Archery (**USAA**) is committed to maintaining work, training and sports environments where **USAA** athletes are **able** to attain their peak performance and **USAA** directors, officers, employees and volunteers are able to work both safely and responsibly. **USAA** believes that the consumption and/or abuse of alcohol and controlled substances is detrimental to a healthy state of mind, body and spirit in athletic competition and at work and is therefore committed to alcohol and drug-free work, training and sports environments.

As a member organization of the U.S. Olympic & Paralympic Committee, **USAA** and its members are required to comply with all anti-doping policies, procedures and protocols of the International Olympic Committee (IOC), International Paralympic Committee (IPC), World Archery, World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA), and the United States Olympic & Paralympic Committee (USOPC). The list of banned substances, policies and procedures, and protocols may change from time to time and it is the member's obligation to stay informed about these changes. Lists of banned substances and all policies and procedures can be found on USADA's website at [www.usada.org](http://www.usada.org). Policy violations, response resolutions and sanctioning will be determined by USADA or WADA for all anti-doping cases.

## PROHIBITED CONDUCT AT USAA EVENTS

Except as provided for in this Section, it is a violation of **USAA** policy for any **USAA** director, officer, volunteer, contractor or member participating in any event, training camp or competition sanctioned by the United States Olympic & Paralympic Committee (USOPC) or **USAA** (collectively a **USAA** Event) to consume alcohol or any controlled substances, or to have any alcohol or controlled substance in their system, during the hours in which any competitor is actively competing or shooting at any **USAA** Event.

It is a violation of **USAA** policy for any such person that has not reached the age of twenty-one (21) to consume alcohol at any time during any **USAA** Event. Such conduct is prohibited regardless of any local law, statute, ordinance or custom that may permit the consumption of alcohol by persons under the age of twenty-one (21).

It is a violation of **USAA** policy for any **USAA** director, officer, volunteer, contractor or member to possess, sell or otherwise provide any controlled substance to, or encourage the use of any controlled substance by, any other person during any **USAA** Event or to sell or otherwise provide alcohol during any **USAA** Event to any person who has not reached the age of twenty- one (21).

Notwithstanding the foregoing, **USAA** directors, officers, volunteers, contractors and members who are twenty-one (21) or older are permitted to consume alcohol within reason at a **USAA** Event: (a) for circumstances related to **USAA** business and as business needs dictate (if applicable), and/or (b) after the hours in which competitors are actively competing or shooting at the **USAA** Event. However, it is a violation of **USAA** policy for any such person who chooses to consume alcohol at any **USAA** Event to display any behavior or engage in any action that causes or may cause

danger to themselves or others or damage to any property or which is unsportsmanlike, offensive or inappropriate for a representative of the **USAA**, the USA or the sport of archery.

## PROHIBITED CONDUCT AT WORK

Working after the apparent use of alcohol, controlled substances, or other drugs including prescription and nonprescription medications or abuse of any other substances that result in job impairment is prohibited. Furthermore, the possession, purchase, consumption (use) transfer or sale of alcohol, any illegal substance, drug, including illegal synthetics, drug, a controlled substance or related paraphernalia on **USAA** premises or while conducting **USAA** business is prohibited. Marijuana and marijuana paraphernalia are also prohibited on **USAA** premises or while conducting **USAA** business.

Notwithstanding the foregoing, **USAA** employees who are twenty-one (21) or older are permitted to consume alcohol within reason at a **USAA** Event as set forth in the previous section.

Violations (or reasonable suspicions of violations) or abuse of this policy may be cause for disciplinary action up to and including termination.

### Definition of Alcohol

Alcohol shall include all intoxicating beverages.

### Definition of Controlled Substances

Controlled substances is defined as all non-prescription controlled substances, all illegal drugs, all prescription or prescribed controlled substances when used to an excess in violation of doctors' orders, to produce the state of intoxication in the participant or to enhance the performance of the participant, and all substances on the World Anti-Doping Agency's (WADA) recognized list of banned substances (which may be found at [www.usantidoping.org](http://www.usantidoping.org)). Tobacco is not considered a drug. In the event of a conflict between any federal and state or local law, the most strict law prohibiting the use of controlled substances shall apply. Prescription drugs required by any person that is a member of any traveling **USAA** or USOPC team during the course of the team's travel are not included in the definition of controlled substances so long as documentation by a physician and a Therapeutic Use Exemption form, have been filed in advance with **USAA**.

### Examples of Prohibited Alcohol or Controlled Substance Consumption or Abuse

Examples of prohibited alcohol or controlled substance consumption or abuse include but are not limited to the following:

- Suggesting, encouraging, advising or condoning the use of controlled substances to enhance the performance of an athlete
- Sharing of prescription drugs with a teammate or other person that have not been prescribed for such person
- Reporting to work at **USAA** while taking prescription or over-the-counter drugs when the influence of such drugs would negatively affect such person's ability to perform their job duties safely and effectively or create an unsafe condition for other employees
- Drunk and disorderly behavior that endangers any person or damages any property at a **USAA** Event

In the event of any inconsistency between this policy and the Employee Handbook, the Employee Handbook shall control.

### FALSE AND MALICIOUS ACCUSATIONS

Any person who makes a false and malicious complaint of a violation of this policy, as opposed to complaints, which, even if erroneous, are made in good faith, will be subject to disciplinary action

## COMPLAINTS, INVESTIGATIONS AND DISCIPLINE

A person wishing to file a complaint may do so as set forth in the Disciplinary Proceedings and Grievance Policy, which can be found at [www.usarchery.org](http://www.usarchery.org).

## FURTHER INFORMATION

For guidance and questions regarding the **USAA** Drugs and Alcohol Policy please contact the CEO of **USAA** at [ceo@usarchery.org](mailto:ceo@usarchery.org).