



USA ARCHERY CODE OF ETHICS

Updates: September 2021

OUR COMMITMENT

USA Archery (USAA) is committed to the highest levels of ethics, integrity, compliance and sportspersonlike conduct in connection with training, practice and competition in the sport of archery. Participating at an event, training camp or competition sanctioned by USAA or the United States Olympic & Paralympic Committee (USOPC), or competing as or traveling with a member of a team sponsored by USAA or the USOPC is an honor, and each such participant, as a representative of the United States of America and the sport of archery, must be committed to maintaining this high standard of conduct. The USAA Code of Ethics is the cornerstone of that commitment and defines USAA's expectations for athletes, coaches, trainers, managers, judges, officials, employees and volunteers (including, but not limited to, board and committee members, and other USAA designees) and independent contractors (collectively, "Covered Individuals"). USAA may take disciplinary action against any Covered Individual who fails to comply with this Code of Ethics, applicable laws or USAA rules, policies and procedures.

OUR PEOPLE

USAA is committed to maintaining work, training and sports environments that are culturally diverse and free from all forms of discrimination, harassment and retaliation. We comply with all applicable civil rights, human rights, employment and health and safety laws wherever we work, train, practice or compete.

OUR TEAMS

Members of teams sponsored by USAA or the USOPC and the Covered Individuals who supervise them are required to create a safe and positive environment for athletes and acting in a sportspersonlike manner consistent with the spirit of fair play and responsible conduct and USAA's Unsportspersonlike Policy. Covered Individuals will refrain from

conduct detracting from detracting from our teammate's ability to attain peak performance. Covered Individuals will follow all applicable USAA policies and team rules of conduct established by USAA, the USOPC or any person vested with the authority of leading an international team, including but not limited to team rules related to deportment, curfew, practice, team meeting attendance and prompt attendance at competitions.

OUR COUNTRY

USAA and its Covered Individuals who engage in international competition recognize that they are at all times ambassadors for our country, the sport of archery, the USAA and/or the USOPC. We must act in a manner that will bring respect and honor to ourselves, our teammates, USAA and the United States of America. We will respect and comply with all local, state and national laws, statutes, ordinances and all customs and traditions of the countries in which we may travel and compete.

OUR JUDGES AND COMPETITORS

USAA and its Covered Individuals are committed to fair competition, and respect the members of other teams, their coaches and staff as well as all spectators, judges and other officials, wherever we work, train or compete.

OUR BUSINESS PARTNERS

USAA selects its business partners, including our sponsors, suppliers and independent contractors, based on merit, reputation and ability to help USAA meet its objectives. USAA complies with all laws and regulations applicable to our business.

OUR INTERESTS

Covered Individuals will promote and protect USAA's interests. Covered Individuals will not compete with USAA or improperly use their relationship with USAA for personal gain. Covered Individuals will undertake all necessary efforts to avoid conflicts of interest and, where such conflicts are inevitable, they will disclose and resolve such issues immediately as further set forth in USAA's Conflict of Interest Policy. Covered individuals will not offer or accept gifts, hospitality or entertainment that may be inappropriate or may affect or otherwise appear to influence our judgment or any decision we may make for USAA..

OUR INFORMATION AND ASSETS

USAA complies with all applicable privacy laws and regulations in the protection and management of personal information, including that of USAA's members. We maintain only those records required for our business, legal or contractual purposes and limit access to such data to those who need the information for legitimate purposes. Applicable Covered Individuals safeguard USAA's physical property and financial assets by following USAA policies to prevent their loss, theft or unauthorized use. All expenditures are undertaken for legitimate purposes and never for personal use.

USAA POLICIES

In addition to the Code of Ethics, Covered Individuals are required to comply with all applicable local, state, federal and international laws, statutes and ordinances and USAA rules, policies and procedures as in effect from time to time, including the USAA policies regarding:

- Code of Conduct
- Gifts and Entertainment Policy
- Safe Sport Policy and Minor Athlete Abuse Prevention Policy (if applicable)
- Alcohol and Drug Policy
- Unsportsmanlike Conduct Policy
- Whistleblower Policy
- Disciplinary Proceeding and Grievance Policy (if applicable)
- Conflict of Interest Policy (if applicable)
- Employee Handbook (if applicable)

Copies of these policies and all USAA policies are available on the USAA website at www.usarchery.org

PLEDGE

Each year, every applicable Covered Individual who participates as an athlete, coach, judge, trainer, manager or other official at any event, training camp or program or competition sponsored by USAA or the USOPC must pledge to uphold the spirit of the USAA Code of Ethics by signing the appropriate Pledge (Athlete Pledge or Pledge for Non-Athlete Participants). Copies of the Pledges can be found on the USAA website. The signing of the Pledge without modification is a condition of participation at any USAA or USOPC sanctioned event, selection to any USAA or USOPC sponsored Team, election to the Board of Directors of USAA and employment by USAA.

REPORTING

All Covered Individuals are encouraged (and in some cases required) to report suspected or observed violations of the Code of Ethics, any law, or USAA rule, policy or procedure by contacting a USAA director or officer, a Team Captain or Team Manager or a member of the USAA Board of Justice. USAA will not retaliate against anyone who reports, in good faith, suspected violations of this Code of Ethics, a law or USAA rule, policy or procedure as more fully discussed in USA Archery's Whistleblower Policy.

DISCIPLINE AND DISCIPLINARY PROCEDURES

All alleged violations of this Code of Ethics or any USAA policy will be handled pursuant to the Disciplinary Proceeding and Grievance Policy and as set forth in Article XV of the USAA Bylaws available on the USA Archery website at www.usarchery.org. However, if the alleged violation of the Code of Ethics relates to safe sport, such issue will be handled according to Article XVI of USAA Bylaws.

FURTHER INFORMATION

For guidance and questions regarding the USAA Code of Ethics please contact the Chairman of the USAA Ethics Committee or the Chairman of the USAA Audit Committee.