

ATTACHMENT “C”
Lakeshore Foundation (“LF”)/USA Wheelchair Rugby (“USAWR”) Non-Athlete Code of Conduct

I pledge to uphold the spirit of the USAWR Code of Conduct (the “Code”), which offers a guide to my conduct as a coach or service provider of USAWR. I acknowledge that I have a right to a hearing if I believe my opportunity to participate is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my membership status with USAWR. [I further agree to any amendments and revisions to the USAWR Code of Conduct that may take effect during the Term of this Agreement.](#)

As a coach or service provider of USAWR, I hereby promise and agree that I:

- will abide by all Bylaws, rules, regulations, policies, and procedures of USAWR including, but not limited to, its SafeSport Policy;
- will abide by all rules, regulations, policies, and procedures of the U.S. Center for SafeSport, and submit without reservation to the jurisdiction of the U.S. Center for SafeSport;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of knowledge and professionalism that will permit my contribution to USAWR to be at the maximum of my abilities;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to, laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will refrain from conduct detracting from my ability or that of USAWR athletes to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of USAWR, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will represent myself authentically in online communications as I interact with fans, team members, fellow competitors, governing bodies and sponsors (both current and potential; personal and USAWR). I understand that remarks I make on social platforms can be considered “on the record” for the media, and I will avoid posting inflammatory statements or discussing sensitive, confidential and potentially divisive subjects. I will exercise good judgment and will be mindful to represent myself, my family, my sport, USAWR and the spirit of Paralympic competition in a positive way;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USAWR under conditions authorized by USAWR and give event organizers and USAWR the right to use my name, image, picture, likeness, voice and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote USAWR. In no event may USAWR or the event organizers use or authorize the use of my name, image, picture, likeness, voice or biographical information for commercial purposes, including any use in a manner that would imply an endorsement of any company, product, or service, without my prior written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USAWR apparel or equipment or the use of the USAWR logo for the purpose of trade, without the prior written consent of USAWR (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my colleagues, USAWR/Lakeshore Foundation and the United States;
- will remember that at all times I am an ambassador for wheelchair rugby and the United States;
- know that, in addition to other crimes as discussed in USAWR’s background screen procedures, the conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present, or the existence of any pending charges for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) any crime involving sexual misconduct, or (iv) any crime involving a minor, may be cause for termination of this Agreement;
- will refrain from any nonconsensual sexual conduct, or unwelcome advance or other inappropriate sexually oriented behavior or action directed toward an athlete, staff, coach or any other person participating in any capacity in the affairs or activities of USAWR (whether or not such person is a member of USAWR);
- will refrain from the sale, distribution or acquisition of illegal drugs or the sale, distribution, or acquisition of any substance on the World Anti-Doping Agency’s (“WADA”) recognized list of banned substances (a doping violation will likely be adjudicated through the hearing procedures of the United States Anti-Doping Agency (“USADA”));
- will not engage in any activity that contravenes the laws of the United States or the host country in which the activity is taking place;

- will not provide alcohol to an athlete who is under the legal age to consume or purchase alcohol;
- will refrain from the abuse of alcohol (i) in the presence of an athlete under the age of 21 or (ii) while serving in my USAWR staff capacity, including, but not limited to, on an official USAWR trip (camp or event); unless approved by leadership.
- will refrain from participating in, permitting and/or condoning the physical, mental or emotional abuse of an athlete by any person who, in the context of wheelchair rugby, is in a position of authority over that athlete;
- will refrain from any act of fraud, deception or dishonesty in connection with any USAWR activity;
- will refrain from using any obscene language or gesture or other threatening language or conduct directed toward any official, that is related to any decision made by such official at a USAWR or International Wheelchair Rugby Federation (“IWRF”) sanctioned competition or other event that I am attending in my role for USAWR;
- will not violate any rules of conduct as established by the United States Olympic and Paralympic Committee (“USOPC”), International Paralympic Committee (“IPC”), USAWR, IWRF or person in authority leading an international team, including but not limited to department, curfew, practice, team meeting attendance, and timely attendance at competitions;
- will not talk to the media on behalf of USAWR without prior approval from the USAWR Press Officer about items not directly involving an athlete’s abilities or performance on the field of play;
- will refrain from any action or conduct that hinders or denies an equal opportunity to amateur athletes, coaches, trainers, managers, administrators and officials to participate in amateur athletic competition without discrimination on the basis of race, color, religion, age, gender, sex, or national origin as per the Ted’s Steven Olympic and Amateur Sports Act;
- will refrain from any intentional act, conduct or omission not provided for above, that is detrimental to the image or reputation of USAWR, or the sport of wheelchair rugby;
- understand that USAWR may mirror any sanctions imposed on me by the U.S. Center for SafeSport, USADA, WADA, IPC, USOPC, or IWRF.

PARTICIPANTS’ AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in this document as a condition of being selected to participate as a member of the Team.

Signature

Name Printed

Date