

# USROWING CODE OF CONDUCT POLICY

**Effective Date:** October 1, 2026

## **I. Purpose of the Code**

This code of conduct policy (the “Code”) is intended to protect the safety and well-being of individuals who associate with USRowing, and to ensure that all USRowing Persons (as defined below) conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic & Paralympic values, spirit, and ideals.

## **II. Applicability of the Code**

This Code applies to all USRowing members, board members, officers, directors, committee members, task force members, employees, coaches, trainers, independent contractors, officials, and volunteers, and anyone participating in or spectating at USRowing events and activities (collectively, “USRowing Persons”). All USRowing Persons should become familiar with, and at all times comply with, the rules and standards of the Code, and must comply with the Code. Any behavior by a USRowing Person in violation of this Code is considered an act of misconduct (“Misconduct”).

## **III. Legal & Regulatory Compliance**

USRowing requires that USRowing Persons follow the Code and abide by all applicable USRowing rules, regulations, policies and procedures; the United States federal, state, and local laws, including the [Ted Stevens Olympic and Amateur Sports Act](#) (the “Sports Act”), the “Athletes Act”), the rules, policies and procedures of the USOPC and foreign laws, as applicable. Where more than one set of laws, regulations, local customs, or norms exist, USRowing Persons shall use the highest standard of behavior or the most restrictive requirement that applies. If a USRowing Person should ever encounter a conflict of law, such as a conflict between United States and foreign law, or have any questions about the legality of any action, submit a [Code of Conduct Inquiry](#) for further information and guidance.

## **IV. The Code**

1. All USRowing Persons must:
  - a. Adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, USOPC, World Anti-Doping Agency, and World Rowing.
  - b. Adhere to the rules and policies of the U.S. Center for SafeSport, including but not limited to, the [SafeSport Code](#) and the [USRowing Safe Sport Policy](#).
  - c. Comply with [USRowing’s Sport Integrity Policy](#), which is consistent with the Olympic Movement Code on the Prevention of the Manipulation of Competitions, IOC Code of Ethics, as well as Article 55 and Appendix S12 Bye-laws to Article 55 of the World Rowing Statutes, as applicable, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
  - d. In competition, compete to the best of their ability while being safe and sportsmanlike.
  - e. Respect and comply with the laws of the state and/or country in which they are training, traveling, or competing, including, but not limited to, laws governing the possession, use, and/or distribution of drugs or alcohol.
  - f. Avoid impairment from alcohol or drugs that otherwise affect the ability to adhere to the Code.
  - g. Be responsible for their own behavior and for reading, understanding, and abiding by all applicable policies, including those of USRowing, at the competitions and events in which they participate.

- h. Respect and abide by all other rules, policies, and procedures of USRowing, and of the facilities and accommodations in which they train, live, and/or otherwise use in connection with rowing.
  - i. Resolve all conflicts related to our sport in a professional manner.
  - j. Never engage in discrimination of any kind on whatever grounds, be it race, color, ethnicity, religion, sex, sexual identity, sexual orientation, language, national origin, physical ability, intellectual ability, or other status.
  - k. Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and spectators at all events and competitions.
  - l. Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
  - m. Respect the property of others and not vandalize, damage, or steal any such property.
  - n. Agree to refrain from authorizing the use of photographs, films, or videos of a member in USRowing apparel or equipment or the use of the USRowing logo for the purpose of trade, without the prior written consent of USRowing.
  - o. Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code, or brings disrespect or dishonor to themselves, their fellow athletes, USRowing, or the United States, is a violation of this Code.
  - p. Understand that, if under the age of 18, their parents or legal guardians may be notified of all written reports of counseling or Misconduct.
  - q. Adhere to the terms of all agreements to which they are a party, including, but not limited to, non-disclosure agreements.
  - r. Understand that any dispute or action arising from this Code will be resolved through USRowing's [Grievance Procedures](#).
2. In addition to the foregoing, all USRowing board members, committee members, employees, staff, contractors, volunteers, and agents must:
- a. Function primarily on behalf of USRowing and not on behalf of any one constituency or group.
  - b. Respect confidentiality appropriate to issues of a sensitive nature, including, but not limited to, information subject to non-disclosure agreements.
  - c. Maintain a thorough knowledge of USRowing governance documents, policies, and procedures.
  - d. Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
  - e. Refrain from assisting a USRowing Person in obtaining a new job (except for the routine transmission of administrative and personnel files) if they have knowledge that said USRowing Person has been (i) found to have violated the U.S. Center for SafeSport's policies or procedures related to sexual misconduct and/or (ii) convicted of a crime involving sexual misconduct.
3. In addition to the foregoing, USRowing employees and staff must exercise their professional responsibilities in a manner that:
- a. Creates a culture that promotes the highest standards of ethics and conduct.
  - b. Does not sacrifice ethical and compliant behavior in the pursuit of other USRowing objectives.
  - c. Encourages all USRowing Persons to share concerns with appropriate USRowing Staff when they arise.
  - d. Resolves conflicts professionally and with empathy.

- e. Ensures that USRowing Persons have sufficient information to comply with applicable laws, regulations, and policies.
  - f. Creates an environment for USRowing Persons to raise concerns and new ideas regarding the USRowing Code of Conduct;
  - g. Avoids any direct or indirect interest in, or material relationship with, any outside organization or person, or with an internal entity or person, that might affect (or might reasonably be perceived by others to affect) the objectivity or independence of that individual's judgment or conduct in carrying out their duties and responsibilities to USRowing, in accordance with USRowing's [Conflict of Interest Policy](#);
  - h. And at all times complies with and abides by the [USRowing Gifts & Entertainment Policy](#).
4. Specifically, coaches and those functioning as coaches or athlete support staff must:
- a. Treat all athletes with respect at all times.
  - b. Be aware of the health and safety of all athletes at all times when engaged in rowing and prioritize their health and safety over results. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.
  - c. Recognize the signs of injury, physical, and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.
  - d. Be prepared with an executable emergency plan for their primary use facilities that has been shared and practiced.
  - e. Assist athletes in forming goals and expectations that are realistic and practical with consideration of the age, resources, and experience of the athlete.
  - f. Consistently give athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g., time management and goal setting) at a minimum of once per season.
5. Specifically, officials/referees and those functioning as officials/referees must:
- a. Maintain a current and thorough knowledge of the [USRowing Rules of Rowing](#).
  - b. Conduct themselves impartially, professionally, and in good faith.
  - c. Assist with the development of lesser-experienced officials as needed.
  - d. Take ownership of actions and decisions made while officiating.
6. Specifically, parents, fans, and spectators must:
- a. Encourage athletes to compete within the rules and to resolve conflicts positively.
  - b. Never ridicule a participant for making a mistake during a competition, practice, or training session.
  - c. Respect the decisions of referees and encourage participants' continued effort.
  - d. Respect and show appreciation to all competitors, officials/referees, and volunteers.

## V. Reporting Obligations

This Code cannot address every situation, nor can it take the place of good judgment and integrity. USRowing maintains an "open door" for anyone who has questions or concerns. USRowing will support all efforts to comply with this Code.

USRowing Persons should submit/file complaints or violations through the USRowing Grievance Procedures. USRowing Persons needing advice or assistance concerning the application of any aspect of these standards should submit a [Code of Conduct Inquiry](#). USRowing Persons are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices. USRowing

Persons should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. USRowing Persons have an obligation to report potential or actual violations of this Code in accordance with Section VII.

USRowing has zero tolerance for retaliatory conduct by any USRowing Person against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code will itself constitute a violation of this Code.

For more information about the definition of retaliation and USRowing's zero tolerance approach to retaliation, please see the USRowing [Whistleblower and Anti-Retaliation Policy](#).

## **VI. Investigation of Potential Violations**

USRowing takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with the processes described in Section VII herein.

In no event shall USRowing deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USRowing Grievance Procedures.

## **VII. Complaints Under the Code**

In the event a USRowing Person is alleged to have violated the Code, the following procedures shall be used for the prompt and equitable resolution of such allegations of Misconduct:

1. **SafeSport.** Any allegation or report of sexual abuse or misconduct, or other violations that involve prohibited conduct that is related to sexualized behavior, falls under the jurisdiction of the [U.S. Center for SafeSport](#), and will be referred to the U.S. Center for SafeSport, in accordance with the [USRowing Safe Sport Policy](#). If a matter includes both Safe Sport and other types of complaints, it follows the Safe Sport Policy. If a matter consists of non-sexual Safe Sport violations, it will be handled pursuant to the investigation process in the USRowing Safe Sport Policy. If the U.S. Center for SafeSport closes a case for administrative reasons, USRowing has sole and absolute discretion to rely on that administrative closure as grounds to decline any further investigation. If the U.S. Center for SafeSport declines jurisdiction for any allegation or report of sexual abuse or misconduct, USRowing may respond in accordance with the USRowing Safe Sport Policy.
2. **Special Categories of Misconduct.** If any individual member of USRowing meets the criteria below, the USRowing [Special Categories of Misconduct Policy](#) will be followed:
  - a. Is listed on any State or Federal sexual offender list or registry;
  - b. Has been declared a sex offender in any applicable state or federal jurisdiction; or
  - c. Has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment issued by an applicable city, county, state or federal jurisdiction, and such charge or indictment directly or indirectly involved or related to sexual misconduct, child abuse or conduct that is a violation of any law or regulation that is specifically designed to protect minors (subject, in all events to Article 61 of the Bylaws, concerning jurisdiction of the U.S. Center for SafeSport);
  - d. Has engaged in any other form of sexual misconduct as described in USRowing rules, regulations, or policies (subject, in all events to Article 61 of the Bylaws, concerning jurisdiction of the U.S. Center for SafeSport); or

- e. Has been implicated in a credible and specific allegation of sexual misconduct, child abuse, or conduct that is a violation of any law or regulation that is specifically designed to protect minors.
3. **All Other Complaints.** The USRowing [Grievance Procedures](#) govern all other Misconduct complaints, provided the respective processes for the following have been exhausted:
- a. *Jury Appeal.* Any appeal by a crew aggrieved by the decision of a jury must be addressed in accordance with Rule 2-608 (f) of the [USRowing Rules of Racing](#).
  - b. *Safety Expectations.* Any grievance by a USRowing Person who believes a USRowing member organization is not following the [USRowing Safety Guidelines](#) or the [USRowing COVID-19 guidelines](#) must file a [USRowing Safety Incident Report](#) and follow the subsequent procedures required.
  - c. *Unsportsmanlike Conduct.* Any Unsportsmanlike Conduct (as defined by the [USRowing Rules of Racing](#)) witnessed by a Race Official must be addressed in accordance with Rule 2-410 of the [USRowing Rules of Racing](#). An onsite USRowing representative at a USRowing-hosted event may take steps to address spectators at USRowing events implicated in credible and specific instances of Unsportsmanlike Conduct including (i) recommending that the Chief Referee assess a penalty to the affiliated Crew of the spectators involved, (ii) removing the spectators from the venue if the event is hosted on private property, and/or (iii) contacting local authorities.
  - d. *Organizational Member Disputes.* Any complaint regarding organizational member employment, their staff policies, or other internal disputes must follow that organization's local policies and procedures.
  - e. *USRowing Policy.* Disapproval of policy decisions by the USRowing Board of Directors and/or USRowing executive leadership are addressed through direct communication with the USRowing CEO, the Board, the relevant USRowing committee, or during any open comment period in advance of a Board meeting.
  - f. *Referrals to Law Enforcement.* If a grievance has been referred to, or is being investigated by, any law enforcement agency, any USRowing action with respect to it may be stayed pending the outcome of that agency's process.
  - g. *USRowing Whistleblower and Anti-Retaliation Policy.* Any complaint made by a Covered Individual (as defined by the USRowing [Whistleblower and Anti-Retaliation Policy](#)) raising concerns about USRowing's financial, accounting, business or legal conduct must be reported in accordance with the USRowing Whistleblower and Anti-Retaliation Policy.

## VIII. Resources

USRowing Persons may submit a [Code of Conduct Inquiry](#) with questions or complaints. Where applicable, athlete members also may contact the athlete representative(s) to the Board of Directors as well as the Athletes Advisory Council Representative.

Specific to the Olympic and Paralympic Movement, Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed.

All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, and foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with USRowing to understand additional resources and options

available to them.

Email: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

Website: [usathlete.org](http://usathlete.org)

Individuals who wish to report concerns related to this Code as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the USOPC Integrity Portal. The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: [usopc.ethicspoint.com](http://usopc.ethicspoint.com)

Hotline: 877-404-9935