

USROWING WHISTLEBLOWER AND ANTI-RETALIATION POLICY

Effective Date: October 1, 2026

I. Purpose and Statement

The purpose of this Whistleblower and Anti-Retaliation Policy (the “Policy”) is to support high standards of ethical, moral, legal, financial, and business conduct both within the United States Rowing Association (“USRowing”), and the USRowing community at large. The Policy is meant to encourage the good-faith reporting of behavior that violates this purpose, by protecting the interests and safety of those who come forward to report violative conduct. All Covered Individuals (defined below) have the right, and are encouraged to exercise the right, to report alleged Violations (defined below) within the scope of this Policy. Retaliation (defined below) by or against Covered Individuals for making such a report, is strictly prohibited.

II. Applicability

This Policy applies to, and protects, any of the following individuals (“Covered Individuals”):

1. USRowing directors
2. USRowing committee members
3. USRowing employees
4. USRowing members
5. USRowing athletes
6. USRowing task force members
7. USRowing hearing panel members
8. USRowing contractors (where reasonably required by USRowing)
9. USRowing volunteers
10. Any other good faith reporter, or party reasonably related to a reported matter (including but not limited to witnesses and victims).

III. Scope

This Policy applies to any reported violations (each a “Violation”) of:

1. USRowing Bylaws, rules, policies, and procedures (including this Policy)
2. The Ted Stevens Olympic and Amateur Sports Act (the “Act”)
3. U.S. Center for SafeSport policies and procedures
4. USOPC Bylaws, policies, and procedures
5. State, federal, and local laws
6. Applicable accounting or financial regulations and practices

IV. Retaliation

“Retaliation” includes, but is not limited to, any adverse or discriminatory action, or the threat of an adverse or discriminatory action (examples of adverse or discriminatory action include, but are not limited to removal from a training facility, reduced coaching or training, reduced meals or housing, removal from competition, or reduced duties or participation in decision making.) carried out against a Covered Individual as a result of any communication, including but not limited to, the filing of a formal complaint by the Covered Individual (or a parent or legal guardian of the Covered Individual) relating to the reporting of a Violation (including, but not limited to the allegation of physical abuse, sexual harassment, or emotional abuse) to any of the following entities:

1. USRowing (including, but not limited to, coaches, trainers, managers, administrators, or officials associated with USRowing)
2. USOPC

3. Office of the Athlete Ombuds
4. U.S. Center for SafeSport
5. United States Attorney General, or any other federal, state, or local law enforcement authority
6. Equal Employment Opportunity Commission
7. United States Congress

Both Covered Individuals and USRowing are strictly prohibited from engaging in any act of Retaliation under any circumstances, including but not limited to, any act of Retaliation against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds.

V. Reporting

All Covered Individuals have the right to report Violations and are encouraged to do so. Reports of Violations should be made to the USRowing Ethics and Governance Committee at Chair.GovernanceandEthics@USRowing.org. The following members of the Ethics and Governance Committee will receive such reports: a 10-Year Athlete representative of the Board of Directors, an Independent Board Member, a Semi-Independent USRowing Member, and USRowing's General Counsel.

Covered Individuals must report any athlete safety violations, but nothing in this policy replaces or changes an individual's obligations under the SafeSport Code or USRowing's [Abuse Prevention and Response Policy](#).

VI. Investigation and Enforcement

Upon receipt of a reported Violation, the Ethics and Governance Committee shall promptly perform an initial inquiry and, as appropriate, initiate an investigation of reports of Retaliation. After the initial inquiry and investigation are complete, the Ethics and Governance Committee may decide to initiate an Administrative Complaint in the name of the Ethics and Governance Committee, in accordance with the USRowing [Grievance Procedures](#).

Violations, including instances of Retaliation, may lead to serious sanctions, including, but not limited to, termination of employment or membership. Where a USRowing employee has engaged in Retaliation against a Covered Individual, the employee will be immediately terminated or suspended without pay. This action shall be warranted upon a final determination of the Retaliation. Prior to making a final determination of a Violation, the Hearing Panel or Executive Director may impose such temporary restrictions or requirements as are reasonably required, in accordance with the USRowing [Grievance Procedures](#). All investigation and enforcement of Violations will be undertaken by Disinterested Parties in accordance with the USRowing [Conflict of Interest Policy](#).

VII. Confidentiality

USRowing will treat all communications under this Policy as confidential except to the extent that it might be necessary to:

1. conduct a complete and fair investigation
2. be reviewed by USRowing's Board, its Finance and Audit Committee, and Ethics and Governance Committee, USRowing's independent public accountants, and/or USRowing's legal counsel; or
3. comply with applicable federal or state laws.

VIII. Anonymous Allegations

Violations reported anonymously will be explored appropriately, but where possible, USRowing encourages those reporting alleged Violations to disclose their names in the interest of aiding investigatory efforts.

IX. Good Faith

An individual reporting a perceived Violation must act in good faith and have reasonable grounds for believing that matter raised is a Violation. Knowingly making a false report or making a report maliciously, recklessly, or with gross negligence will be viewed as a serious offense and may result in disciplinary measures imposed by USRowing. Depending on the circumstances, such conduct may also give rise to other actions, including civil or criminal procedures.

X. Further Information

Affiliated Individuals may contact the USRowing Ethics and Governance Committee at Chair.GovernanceandEthics@USRowing.org with questions or complaints. Athlete members also may contact the athlete representative(s) to the Board of Directors, as well as the Team USA Athletes' Commission 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 also can 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, foreign athletes) are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement also may 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

Hotline: 877-404-9935