



## Code of Conduct

The purpose of this Code of Conduct is to establish the United States Equestrian Federation's ("USEF") common expectations in the sport of equestrian. It is a foundation intended to promote a positive environment and good sportsmanship. As ambassadors for the sport of equestrian, this Code of Conduct applies to the following individuals at all times: Board of Directors, Officers, volunteers (including all committee, council, and task force members), employees, members, participants, athletes (and athlete support personnel), owners, competition organizers and managers, licensed officials, coaches, chefs d'equipe, and others appointed or authorized to act on behalf of the USEF:

- Act as an ambassador of the sport and in a manner that does not bring embarrassment to USEF, or otherwise may be detrimental to the image or reputation of USEF or the sport of equestrian.
- Adhere to the highest standards and rules and regulations, policies, and procedures of USEF, including the Sportsman's Charter, and the Fédération Equestre Internationale ("FEI"), as applicable.
- Adhere to the USEF Safe Sport Policy, U.S. Center for SafeSport Code, and Minor Athlete Abuse Protection Policies.
- Adhere to the rules governing fair play and competitive manipulation adopted by the USEF (see USEF Prevention of the Manipulation of Competition Policy) and, as applicable, the FEI, the United States Olympic and Paralympic Committee (see Olympic Movement Code on the Prevention of the Manipulation of Competitions), and the International Paralympic Committee (see Code of Ethics Section 6.1).
- Adhere to all applicable state, federal, and foreign laws, as applicable, including those governing the possession and use of drugs and alcohol and providing of drugs to any person and alcohol to minors.
- Place the well-being, health, and safety of horses and others above all other considerations, including developing performance.
- Engage in no verbal or physical threats against others.
- Instruct one's support team in sportsmanship and demand that they display good sportsmanship.
- Model fair play, respect, and the highest levels of sportsmanship.
- Model inclusive behavior, supporting diversity while opposing all types of discrimination, including racism and sexism, at all levels of the sport.
- Promote the sport of equestrian and treat officials, athletes, coaches, trainers, support personnel, participants, media, and fans: fairly, properly, justly, professionally, respectfully, with sensitivity, and without any form of discriminatory behavior.
- Report Code of Conduct violations.

## ENFORCEMENT

A violation of this Code of Conduct may be grounds for action, which could result in an admonishment, warning, required training, or penalties set forth in General Rule 703.

Code of Conduct violations must be reported promptly to the USEF Regulations Department Director, Emily Pratt at [epratt@usef.org](mailto:epratt@usef.org). USEF does accept anonymous reports. All reports will be investigated by a disinterested person. The Chief Executive Officer, or their designee, will determine whether to resolve the matter informally or proceed with formal disciplinary action. If formal disciplinary action is pursued, the matter will be decided by a panel of disinterested members of the Hearing Committee pursuant to Part VII of the Bylaws. Respondents will be afforded an opportunity to be heard on the merits before the panel prior to limiting one's opportunity to participate in competition. Athlete Representatives will make up 33.3% of the panel. Temporary measures, such as a temporary suspension, may be imposed where circumstances warrant. See Bylaw 702 regarding Temporary Measures.

For information on the disciplinary process for Code of Conduct violations, see Bylaws Part VII - Complaints and Disputes and Supplemental Procedures for Complaints and Grievances. For procedural guidance, please contact Emily Pratt at [epratt@usef.org](mailto:epratt@usef.org).

## ANTI-RETALIATION

It is contrary to the values of USEF for any individual to retaliate against any person who in good faith reports a violation of this Code of Conduct.

Any good faith reporter or other reasonable party (i.e., witness, victim) is protected under this Code of Conduct from retaliation. Retaliation against someone for reporting in good faith a violation of this Code of Conduct or cooperating with the investigation and resolution process will not be tolerated and will be considered a violation under this Code of Conduct and grounds for discipline.

Retaliation occurs when an individual (directly or indirectly) takes adverse action against a good-faith reporter for reporting a violation of this Code of Conduct or engaging in a process regarding a reported violation of this Code of Conduct. An adverse action is an action that would dissuade a reasonable person from raising a concern about a possible violation of this Code of Conduct or engaging in the process regarding the same.

Retaliation also includes any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including but not limited to: removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a good faith reporter as a result of any communication, including the filing of a formal complaint, by the good faith reporter or a parent or legal guardian of a minor reporting in good faith relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with—

- (A) the U.S. Center for SafeSport;
- (B) a coach, trainer, manager, administrator, or official associated with the USOPC;
- (C) the Attorney General;
- (D) a Federal or State law enforcement authority;
- (E) the Equal Employment Opportunity Commission; or
- (F) Congress.

USEF employees found to have retaliated against a good faith reporter will be immediately terminated or suspended without pay pursuant to 36 U.S.C. §220509(c)(2).

Neither USEF nor any USEF employee, contractor, agent, or volunteer shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of Athlete Ombuds as outlined in 36 U.S.C. to §220509(b)(5).

### **ACTING IN GOOD FAITH**

Anyone reporting a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense and will be considered a Code of Conduct violation.

### **RESOURCES**

For information about the Code of Conduct, including any of its provisions, contact [epratt@usef.org](mailto:epratt@usef.org) or [pwright@usef.org](mailto:pwright@usef.org).

**USOPC INTEGRITY UNIT** - Through its [Speak Up Policy](#), the USOPC Ethics and Compliance team seeks to empower athletes, USOPC employees and volunteers, NGB employees and volunteers, and other individuals within the U.S. Olympic and Paralympic Movement to raise and report their concerns.

Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#). If preferred, individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

#### **Team USA Athletes:**

**ATHLETE OMBUDS:** The Athlete Ombuds Office provides free cost-free, independent, and confidential advice regarding Team USA athlete rights, grievance procedures and any other guidance pertaining to selection procedures and can assist in mediating disputes between athletes and USEF.

To contact the Athlete Ombuds Office:

PHONE: (719) 866-5000

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

For additional resources and to access [An Athlete's Guide to Filing a Grievance Regarding Opportunity to Participate](#), see <https://www.usef.org/compete/resources-forms/rules-regulations>