



USA Surfing Code of Conduct December 16, 2024

Applies to: USA Surfing Members and Participants (including Parents/Guardians and Athlete Support Personnel)

A. PURPOSE

The USA Surfing Code of Conduct (Code) outlines behavioral requirements that are a condition for membership and other participation in USA Surfing (Shortboard, Longboard, Stand-Up Paddling, Prone Paddling, SUP surf, Para Surfing) in the United States. This Code is intended to protect the safety and well-being of USA Surfing's Affiliated Individuals to ensure they conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic and Paralympic values, spirit, and ideals.

B. DEFINITIONS¹

- i. "Act" means the Ted Stevens Olympic and Amateur Sports Act.
- ii. "Activity" means any USA Surfing event, program, camp, tryout, resource allocation program, or any other participation in an event/program that is hosted by USA Surfing.
- iii. "Affiliated Individuals" means USA Surfing members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, Officials, and volunteers, and anyone participating in Events and Activities.
- iv. "Athlete" means an individual registered as a USA Surfing athlete member or participating in an Event or Activity.
- v. "Athlete Support Personnel" means any individual, such as, but not limited to, a coach, trainer, agent, media team, medical, media team, or other person assisting an Athlete in participating in or preparing for Events or Activities.
- vi. "Event" means any event sanctioned by the International Olympic Committee (IOC), International Paralympic Committee (IPC), International Surfing Association (ISA) a Multi-Sport Event Organization, or USA Surfing.
- vii. "Parent/Guardian" means any parent or legal guardian of an Athlete competing in an Event or taking part in an Activity.
- viii. "Officials" includes the beach marshal, contest director, judge, or any other individual who is working at an Event in the capacity of making determinations about the competition.

¹ Definitions in this policy are specific to this policy only, unless otherwise noted.



- ix. “Spectator” means any individual who has access to view the surfing competition in person or through social media and other digital channels (including any work out, treatment, or back-of-house area), or any area in the proximity of the Event where an individual can see or access any participant in the Event.
- x. “Sportsmanlike Conduct” means, but is not limited to:
- Respect of USA Surfing Prime Series and Championship competitions, USA Surfing sanctioned trainings and events, any activity in which the Athlete is competing as a representative of USA Surfing and/or the USA, USA Surfing member organizations’ Events, Event sponsors, Officials, USA Surfing leaders and staff, Spectators, members of the media or any other person within the designated Event site;
 - Demonstrate positive support for all competitors, Officials, staff and Spectators at every Event or Activity.
 - Respect facilities, privileges and operation procedures at Events and Activities;
 - Display courtesy, respect and good manners at Events;
 - Act responsibly and maturely at Events;
 - Refrain from any visible gesture or speech which is commonly understood to be derogatory, profane, hateful, prejudicial, racist, discriminatory and/or highly offensive, or would indicate a sexually explicit act;
 - Refrain from exposure of nudity (outside of designated and secure locker room or bathrooms);
 - Refrain from the use of profane, foul or abusive language (in any language), violence, behavior deemed dishonest, offensive, intentionally malicious or illegal at Event or Activity;
 - Illegal (e.g. underage) use of alcohol at USA Surfing Event venues;
 - Prohibition from possession or use of illegal drugs or prohibited substances (as defined by the World Anti-Doping Code); and
 - Refrain from any conduct that would bring disrepute to USA Surfing.

C. APPLICABILITY OF CODE

This Code applies to all Affiliated Individuals. All Affiliated Individuals should become familiar with the rules and standards of this Code, and understand that consequences may arise for violation(s) of the Code. Some provisions of the Code are enumerated for specific classes of persons (e.g. coaches) and those specific Code provisions apply to the capacity that individual was serving in at the time of the alleged violation. Additionally, some classes of persons may fill two roles at the same time (e.g. a parent and a spectator) if they are acting in both roles at the same time.



This Code applies to any behavior that occurs in-person, in writing, or through the of any other communication platform such as, but not limited to, phone, video, email and on social media.

D. LEGAL COMPLIANCE

USA Surfing requires that Affiliated Individuals follow the Code and abide by all applicable USA Surfing policies and procedures; United States federal, state and local law as applicable, including the Act, and foreign law as applicable. If an Affiliated Individual 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, contact USA Surfing's CEO or Ethics Chair for further information and guidance.

E. AFFILIATED INDIVIDUAL CONDUCT REQUIREMENTS²

Below outlines the specific behavioral requirement that Affiliated Individuals agree to uphold and abide by.

ALL AFFILIATED INDIVIDUAL CONDUCT REQUIREMENTS

- Respect and conduct himself/herself in accordance with the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play, and similarly with the core Paralympic values, which are determination, equality, inspiration and courage.
- Adhere to the anti-doping rules and policies of the International Olympic Committee (IOC), International Paralympic Committee (IPC), World Anti-Doping Agency (WADA), U.S. Anti-Doping Agency (USADA), Multi-Sport Organization events, ISA, and any anti-doping agency that USA Surfing may contract with, and commits to promote sport without doping.
- Adhere to the rules and policies of the U.S. Center for SafeSport, including the SafeSport Code, and the athlete safety policy of USA Surfing, and commit to promote sport free from bullying, hazing, sexual misconduct or any form of emotional or physical abuse.
- Comply with the United States Olympic & Paralympic Committee (USOPC) Sports Betting Policy, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, the IPC Code of Ethics (Section 6.1), and any applicable rules from ISA or USA surfing regarding sport integrity, including but not limited to sports betting, match manipulation, corrupt conduct and sharing insider information for any purpose.
- Respect and comply with the laws of the state or country in which an Affiliated Individual may be training, traveling, competing or acting on behalf of USA Surfing, including, but not limited to, laws governing immigration, the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.

² Even if an Affiliated Individual is not under the jurisdiction of any entity referred to this policy, they are still required to adhere to the rules, policies and procedures, as applicable and reasonably possible.



- Be responsible for his/her own behavior and for reading, understanding, and abiding by the policies applicable to the Affiliated Individual, including those of the USOPC, USA Surfing, as well as the competitions and Events and Activities in which he/she participates in.
- Respect and abide by rules, policies, and procedures of any USA Surfing or USA Surfing-contracted facilities and accommodations in which an Affiliated Individual may work at, train, coach, live and/or utilize.
- Refrain from engaging in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
- Demonstrate Sportsmanship Conduct and show respect toward teammates, coaches, competitors, officials and audience at all Events and Activities.
- Respect the property of others and not vandalize, damage or steal any such property.
- Understand that an Affiliated Individual may be photographed by official photographer(s) and network(s) of USA Surfing and USA Surfing retains the right to use the name, picture, likeness, and biographical information before, during and after the period of participation in Events and Activities to promote USA Surfing, including the use of an Affiliated Individuals' photo for USA Surfing's non-commercial sport promotion and fundraising efforts.
- Refrain from the use of photographs, films or videos of an Affiliated Individual in USA Surfing apparel or equipment or the use of the USA Surfing logo or other intellectual property for commercial purposes, without the prior written consent of USA Surfing.
- Adhere to any infectious disease (including COVID-19) mitigation measures, or other rules related to the health safety, illness or injury, as determined by designated medical staff at an Event or Activity.
- Act with dignity and bring respect and honor to him/herself, fellow Affiliated Individuals, USA Surfing, ISA, IOC, IPC, USOPC, and the United States.
- Serve as a positive representative of the United States and USA Surfing.
- Understand that, if an Affiliated Individual is under the age of 18, his/her parents/guardians will be notified of all written reports of misconduct.
- Submit to the USA Surfing's Complaint Resolution Policy for any dispute or action arising from this Code.

ADDITIONAL CONDUCT REQUIREMENTS FOR ATHLETES

- In competition, compete to the best of your ability while being safe and sportsmanlike.
- Remain eligible to compete under the rules of ISA, USA Surfing, or other entity has jurisdiction over an Event or Activity;



- Refrain from conduct detracting from your ability or that of teammates to attain peak performance;
- Follow team rules specific to an Event, National Team, or travel requirements.
- Notify USA Surfing if you have a medical issue that might compromise your ability to compete; understand that if requested, you will submit to a medical examination (or medical tests for illness, (e.g. for COVID-19 swab) by medical personnel and submit to a medical examination if requested; understand that medical determinations are final and binding, although, if time and circumstance warrants, a second medical opinion/determination may be requested.
- Comply with rules concerning allowable trademark identification on clothing and equipment, as applicable.

ADDITIONAL CONDUCT REQUIREMENTS FOR BOARD/COMMITTEE MEMBERS, STAFF, AND INDEPENDENT CONTRACTORS³

- Demonstrate loyalty to USA Surfing, acting in the organization's best interest without conflicts of interest and favoritism to any one constituency or group. Maintain a thorough knowledge of USA Surfing governing documents, policies and procedures.
- Adhere to the roles and responsibilities in the USA Board Member Handbook.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Remain independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
- Abide by the USA Surfing Code of Ethics, found [here](#).
- Disclose all conflict of interests promptly and refrain from acting in any self-interest.

ADDITIONAL CONDUCT REQUIREMENTS FOR COACHES AND THOSE FUNCTIONING AS COACHES

- Treat all athletes with respect at all times.
- Be aware of, and prioritize, the health and safety of all athletes at all times. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.

³ These conduct requirements will remain in effect at all times for such individuals, regardless of what capacity they are serving in at the time of the alleged violation.



- 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.
- Be prepared to act with an executable emergency plan, in accordance with respective safety procedures at an Event or Activity.
- Assist athletes in forming goals and expectations that are realistic and practical with consideration of the age, resources and experience of the athlete.
- Consistently give the athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g. time management, goal setting).
- Communicate openly and thoroughly, practice active listening, and provide encouragement for athletic success towards athletes.

ADDITIONAL CONDUCT REQUIREMENTS FOR OFFICIALS

- Maintain a current and thorough knowledge of relevant surfing rules of competition, policies and procedures respective to their role as an Official.
- Conduct themselves impartially, professionally and in good faith.
- Assist with the development of lesser-experienced officials as needed.
- Take ownership of actions and decisions made while officiating.

ADDITIONAL CONDUCT REQUIREMENTS FOR PARENTS/GUARDIANS

- Promote the emotional and physical wellbeing of the athletes, in particular ahead of any personal desire for a child to win.
- Not force a child to participate in surfing.
- Encourage a child to enjoy and have fun in participation.
- Inform an Official of anything may affect the safety of a child or the safety of others.
- Act as a positive role model for children, with Sportsmanlike Conduct and encourage Sportsmanship Conduct from a child.
- Refrain from encouraging or supporting any behaviors or practices that would endanger the health and wellbeing of the athletes.
- Teach child to compete by the rules and fairly and to resolve conflicts without resorting to hostility or violence.
- Communicate, explain and teach a minor child of the rules.



- Emphasize the appreciation for athletic successes such as skill development and progression in practices, over winning.
- Instill positive reinforcement (e.g. doing one's best is more important than winning; you are a winner every time; losing with dignity is just as important as being a gracious winner, etc.).
- Refrain from ridiculing or yelling at a child or other competitors for making a mistake or losing a competition.
- Refrain from coaching children other than one's own during competition, unless specifically asked by the child's parents.
- Adhere to environmental best practices such as cleaning up after oneself, avoiding trampling sensitive plants, dunes and tide-pools; and teaching child as such.

ADDITIONAL CONDUCT REQUIREMENTS FOR SPECTATORS

- Refrain from ridiculing a participant during an Event, including any pre-competition or post-competition training.
- Respect the authority of and the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, and volunteers.
- Refrain from any illegal (e.g. underage) or immoderate use of recreational drugs, tobacco and alcohol at USA Surfing Events.

F. REPORTING OBLIGATIONS

Affiliated Individuals have an obligation to, and also any individual may, report an alleged violation of this Code to USA Surfing's CEO, or if there is a believed conflict of interest with the CEO, then to the Chair of the Ethics Committee. A report may be verbal or in writing, and may be submitted anonymously. Any individual, Affiliated Individual or otherwise, who seeks to notify USA Surfing about an incident has no obligation to file a formal complaint, although they may wish to.

Please report to: CEO: admin@usasurfing.org
Chair of Ethics Committee: email found on USA Surfing's website.

USA Surfing has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith issue, report or complaint. 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 USA Surfing's zero tolerance approach to retaliation, refer to the USA Surfing's Whistleblower Policy [here](#).



G. INVESTIGATION OF POTENTIAL VIOLATIONS

USA Surfing takes its obligation to investigate potential violations of the Code seriously. All reports of alleged violations will be investigated and resolved in accordance with USA Surfing’s Complaint Resolution Policy, as published and available on USA Surfing’s website.

In no event shall USA Surfing 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 before declaring them ineligible⁴ in accordance with the requirements of the Act, the USOPC Bylaws and USA Surfing’s Complaint Resolution Policy.

H. RESOURCES

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Surfing maintains an “open door” for anyone who has questions or concerns. USA Surfing will support all efforts to ensure compliance with this Code.

Affiliated Individuals are expected to seek advice and clarification promptly when they are uncertain about proper actions or practices. Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. If an Affiliated Individuals need advice or assistance concerning the application of any aspect of the Code, they may consult USA Surfing’s CEO or Ethics Chair.

Surfing athlete members also may contact the Team USA Athletes’ Commission Representative for surfing or any USA Surfing athlete board member.

Specific to the Olympic and Paralympic Movement:

Team USA athletes, as defined by the USOPC, 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, 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

⁴ See the USA Surfing Athlete Safety Policy and Complaint Resolution Policy for instances where immediate temporary suspensions may be implemented.



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

Hotline: 877-404-9935

Person responsible for the Code: USA Surfing CEO: admin@usasurfing.org.