



Consent to Action Without Meeting and via Online Vote of the Board of Directors of USA Surfing, dated February 23, 2020

BACKGROUND

A. USA Surfing is a corporation (the Corporation) organized and operating under the laws of the State of California. Under Sections 6.16 and 6.19 of the Corporation’s Bylaws, the Board of Directors (the Board) of the Corporation is authorized to enter into a Unanimous Written Consent as constituting an act of the Board.

B. As the U.S. Olympic and Paralympic Committee recognized National Governing Body of U.S. Olympic Surfing, the Board reviews and approves significant corporate actions, including material contracts and conduct codes that are in the best interests of the Corporation and participants.

IT WAS RESOLVED THAT:

- Any one of the Corporation’s officers or Directors is authorized to execute and deliver the following codes of conduct (the Codes), forms of which are attached hereto:
“USA Surfing Code of Conduct,” and “USA Surfing Parent Guardian Support Code of Conduct”
- The drafted Codes shall be submitted to the Board at a subsequent Board meeting for ratification.
- Any one Director or officer of the Corporation is authorized to sign all documents and perform such acts as may be necessary or desirable to give effect to the above Resolutions.
- This Unanimous Written Consent shall be recorded in the Minutes of the Corporation.
- This Unanimous Written Consent may be signed in counterparts. Copied, scanned or electronic signatures are binding and considered to be original signatures.

Dated in the State of California on the 23rd day of February, 2020.

Andrea Swayne (Signature)
A81E0312D893459...
Andrea Swayne

Randy Brecher (Signature)
46BFCA81D6FF437...
Randy Brecher

Kenyn Dean (Signature)
7FAP2CEDF3F94D5...
Kenyn Dean

Charlie Setzler (Signature)
68EE2F1F46AA4B5...
Charlie Setzler

Christian "Otter" Bailey (Signature)
DAB5C0F61A3C43B...
Christian Bailey

Chad Faulkner (Signature)
31DDA7492EDA450...
Chad Faulkner

AS (Signature)
D6835F7FB535467...
Jason Siegel

CJ (Signature)
99AA5EC5D96B443...
Courtney Collogue

Kevin Schulz (Signature)
B7F5AE5E218249E...
Kevin Schulz



USA SURFING

CODE OF CONDUCT

This constitutes the Code of Conduct (Code) for membership and other participation in USA Surfing, the National Governing Body for the sport of surfing (Shortboard, Longboard, Stand-Up Paddling, Prone Paddling, Bodyboarding and Surfing) in the United States. This Code of Conduct is intended to protect the safety and well-being of USA Surfing's participants, and to ensure USA Surfing's participants conduct themselves with integrity, maintain a high standard of ethical conduct, and promote the Olympic values, spirit, and ideals. As a member of USA Surfing, I pledge to uphold the spirit of the Code, which offers a guide to my conduct as a member.

A. APPLICABILITY OF CODE

This Code applies to all USA Surfing members, board members, officers, directors, committee members, task force members, employees, coaches, independent contractors, officials, volunteers, parents/guardians of minors and anyone participating in USA Surfing events and activities. All such USA Surfing participants should become familiar with the rules and standards of this Code.

B. MEMBERS' AND PARTICIPANTS' AGREEMENT

As a precondition of membership in USA Surfing and my participation in any USA Surfing event or activity, I agree to uphold and abide by the Code.

- I will respect and conduct myself 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.
- I will adhere to the anti-doping rules and policies of the International Olympic Committee (IOC), International Paralympic Committee (IPC), United States Olympic and Paralympic Committee (USOPC), World Anti-Doping Agency (WADA), U.S. Anti-

Doping Agency (USADA) and International Surfing Association (ISA), and commit to promote sport without doping.

- I will adhere to the rules and policies of the U.S. Center for SafeSport 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.
- I will comply with the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- I will respect and comply with the laws of the state or country in which I am training, traveling, or competing, 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.
- I am responsible for my own behavior and for reading, understanding, and abiding by the policies applicable to me, including those of USA Surfing, as well as the competitions and events in which I participate.
- I will respect and abide by all other rules, policies, and procedures of USA Surfing, and of the facilities and accommodations in which we train and live and/or utilize.
- I will reject 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.
- I will demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials and audience at all events and competitions.
- I will refrain from foul language, violence, behavior deemed dishonest, offensive, intentionally malicious, or illegal.
- I will respect the property of others and not vandalize, damage or steal any such property.
- I agree to be filmed and photographed by the official photographer(s) and network(s) of USA Surfing (USAS) under conditions authorized by USAS and give event organizers and USAS the right to use the name, picture, likeness, and biographical information before, during and after the period of participation in these activities to promote the activity or to promote the success of USAS, including the use of my photo for USAS sport promotion and fundraising efforts.
- I acknowledge that USA Surfing agrees that in no event may USA Surfing or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission.
- I agree to refrain from authorizing the use of photographs, films or videos of a member in

USA Surfing apparel or equipment or the use of the USA Surfing logo for the purpose of trade, without the prior written consent of USA Surfing.

- I understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes, USA Surfing, or the United States, is a Code violation.
- I understand that, if I am under the age of 18, my parents or legal guardians will be notified of all written reports of counseling or misconduct.
- I agree that any dispute or action arising from this Code of Conduct will be resolved through USA Surfing's Complaint Procedures.

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 be heard in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOC Bylaws and the USA Surfing Complaint Procedures.

C. QUESTIONS, COMPLAINTS, AND ATHLETES' RIGHTS

Members may contact USA Surfing CEO (contact information below signatures) with questions or complaints. Members also may contact the athlete representative(s) to the Board of Directors as well as the Athletes' Advisory Council Representative.

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org

USA Surfing has zero tolerance for retaliatory conduct by any USA Surfing Staff member or member of the USA Surfing Board of Directors or any other official associated with USA Surfing against any participant who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

PARTICIPANT’S AFFIRMATION OF THE CODE OF CONDUCT:

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of my membership and participation in USA Surfing events and activities. Parents, with your signature, agree to accept this Code of Conduct as well.

Signature

Date

Printed Name

Discipline

PARENT/GUARDIAN CERTIFICATION
As a signature, Parent/Guardian agree to abide by this Code
(For participants under the age of 18 as of date of signature)

Signature

Relationship (Parent or Guardian)

Date

Member/Participant Signature

Printed Name

Please send (or scan and email) to:

CEO
USA Surfing, Inc.
1001 Avenida Pico, Suite C229
San Clemente, CA 92673

Tel: 949.391.1010

Email: info@usasurfing.org



USA SURFING PARENT, GUARDIAN and ATHLETE SUPPORT PERSONNEL CODE OF CONDUCT

The essential elements of character building and ethics in sports are embodied in the concept of sportsmanship and six core principles: trustworthiness, respect, responsibility, fairness, caring, and good citizenship. The highest potential of sports is achieved when competition reflects these "six pillars of character."¹

I therefore agree:

1. I will not force my child to participate in sports.^{2, 9}
2. I will remember that children participate to have fun and that the youth competition is for the benefit of the youth, not the adults.^{6, 9}
3. I will inform the beach marshal of any physical disability or ailment that may affect the safety of my child or the safety of others.⁹
4. I will learn the rules of competition and the policies of the USA Surfing.^{7, 3}
5. I (and my/our guests) will be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all competitors, judges, officials, staff and spectators at every USA Surfing event.¹⁰
6. I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, competitor, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures.^{3, 6, 7, 8}
7. I will not encourage any behaviors or practices that would endanger the health and wellbeing of the athletes.
8. I will teach my child to compete by the rules and to resolve conflicts without resorting to hostility or violence.^{5, 2}
9. I will demand that my child treat other competitors, officials and spectators with respect regardless of race, creed, color, sex or ability.^{6, 9}
10. I will teach my child that doing one's best is more important than winning, so that my child will never feel defeated by the outcome of a game or his/her performance.²
11. I will praise my child for competing fairly and trying hard, and make my child feel like a winner every time.²
12. I will never ridicule or yell at my child or other participant for making a mistake or losing a competition.^{2, 5}
13. I will emphasize skill development and practices and how they benefit my child over winning. I will also deemphasize competition in the lower age groups.¹⁰
14. I will promote the emotional and physical wellbeing of the athletes ahead of any personal desire I may have for my child to win.⁹
15. I will respect the officials and their authority during events and will never second guess their calls in front of other parents or competitors and will quietly and privately ask for an explanation from

the beach marshal, contest director or head judge, within twenty (20) minutes of the results of the heat in question being made public.^{4, 7}

16. I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all sports events.⁶
17. I will refrain from coaching children other than my own during competition unless specifically asked by the child's parents.⁴
18. I will always leave the beach cleaner than I found it and will educate my children and guests to avoid trampling sensitive plants, dunes and tide-pools.
19. I will teach my child that losing with dignity is just as important as being a gracious winner.

Sportsmanlike Conduct: Sportsmanlike conduct is defined as, but not limited to:

1. respect for USA Surfing Prime Tour, USA Surfing sanctioned events, any event in which the athlete is competing as a representative of USA Surfing and/or the USA, USA Surfing member organizations' Events, Event sponsors, judges, opponents, USA Surfing Management members, spectators, members of the media or any other person within the designated Event site;
2. respect for facilities, privileges and operation procedures at Events;
3. the use of courtesy and good manners at Events;
4. acting responsibly and maturely at Events;
5. refraining from any visible gesture which is commonly understood to be derogatory, profane, and/or highly offensive, or would indicate a sexually explicit act;
6. refraining from intentional and purposeful display and or exposure of nudity;
7. refraining from the use of profane or abusive language (in any language) at Event venues;
8. illegal (e.g. underage) or immoderate use of alcohol at USA Surfing Event venues;
9. no use or possession of illegal or banned drugs;
10. refraining from any conduct that would bring disrepute to USA Surfing.

All parents, coaches and surfer's support team attending any Event shall conduct themselves in accordance with the best traditions of national and international sporting competition. Again, this is not intended to be an exhaustive list of violations of Sportsmanlike conduct but merely a general guideline. Any parent, coach or surfer's support team found in violation of this section shall be subject to the following disciplinary action:

1. 1st offense will receive an official warning and \$100 fine
2. 2nd offense will receive a one event suspension and \$200 fine
3. 3rd offense: Any parent, coach or surfer's support team who is found to have three (3) offenses of this Article in one or more seasons, which clearly efface a pattern of unacceptable conduct, may be subject to suspension and/or expulsion from the USA Surfing Prime Tour and a \$300 fine. Expulsion will last for the remainder of the season. Any parent, coach or surfer's support team who receives notice of a possible suspension will be entitled to a hearing before the USA Surfing Judicial Committee per the USA Surfing Bylaws.

The severity of the offense may alter the penalty, which may include any variation of the following: verbal warning, written warning, fines, probation, suspension, and expulsion. Social media accounts, which are linked to a parent, coach or surfer's support team, will be held to the same guidelines.

The USA Surfing CEO, after consultation with the Contest Director, Beach Marshall and Head Judge, will issue any possible penalty within 48 hours of any misconduct which violates this code or damages the image of the event.

Surfer's name, Printed

Parent/Guardian/Support Team Name, Printed

Relationship to Athlete

Parent/Guardian/Support Team Signature

Date

References:

The Sport Parent Code of Conduct has been compiled from the following national organizations and local youth sports league Parent Codes of Conduct:

1. Arizona Sports Summit Accord
2. Character Counts
3. Heartland Soccer Club
4. Kidsports
5. Mt. Laurel Soccer Club
6. National Alliance for Youth Sports
7. National High School Athletic Coaches Association
8. Pop Warner
9. Rosemont Area Athletic Association
10. USA Hockey

Additional recommended resources for conduct and sportsmanship for coaches and athletes include: Arizona Sport Summit Accord, United States Olympic Committee (USOC) Coaches Code of Ethics, Center for SafeSport, and the Character Counts Coalition.