



USA Team Handball

Code of Conduct Policy

I. INTRODUCTION

USA Team Handball is the Olympic National Governing Body for the sport of Team Handball. It supports Team Handball athletes in their pursuit of fitness, health and competitive excellence. USA Team Handball's *mission is to educate, develop, promote, and grow the sport of Team Handball at all levels in the United States, to enable United States athletes to achieve sustained competitive excellence, and to win medals in International and Olympic competition.*

USA Team Handball accomplishes this mission through its commitment to:

- A. Honesty, integrity, and trustworthiness in all dealings;
- B. Respect for the rights, differences, and dignity of others;
- C. Accountability and transparency;
- D. Preserving USA Team Handball's stewardship role for the sport of TEAM HANDBALL;
- E. Conducting operations in a manner that protects the health and safety of all participants and all people in the communities in which they operate;
- F. Following all applicable rules, laws, regulations, and codes of conduct; and
- G. Recording all USA Team Handball activities accurately.

USA Team Handball has adopted this Code of Conduct to support these values and with the expectation that people who work for, or on behalf of, USA Team Handball conduct themselves in a manner consistent with USA Team Handball's mission and these core values.

II. APPLICABILITY

This Code of Conduct applies to all employees, members, volunteers, board members, committee and task force members, hearing panel members, directors, officers, and representatives of USA Team Handball member organizations that involve or are governed by USA Team Handball.



The Code also applies to all athletes and coaches of USA Team Handball’s national teams. Independent contractors that are working with USA Team Handball should be required to comply with the Code of Conduct through their written contract.

III. REPORTING OBLIGATIONS

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. USA Team Handball maintains an “open door” for anyone who has questions or concerns. USA Team Handball will support all efforts to comply with this Code of Conduct. If you need advice or assistance concerning the application of any aspect of these standards, consult USA Team Handball’s Judicial Committee Chair or Chief Executive Officer. You are expected to seek advice and clarification promptly when you are uncertain about proper actions or practices.

You should be alert and sensitive to situations that could result in unethical, illegal or improper actions. You have an obligation to report potential or actual violations of this Code of Conduct to USA Team Handball’s Chief Executive Officer or USA Team Handball’s Judicial Committee Chair. *USA Team Handball’s Judicial Committee Chair and Chief Executive Officer monitor and address any reports they receive. USA Team Handball’s Judicial Committee Chair and Chief Executive Officer can be reached at the following [email: info@usateamhandball.org](mailto:info@usateamhandball.org)*

Every effort will be made to treat your identity with appropriate regard for confidentiality. You are encouraged to allow for the disclosure of your identity because appropriate follow-up questions and investigation may not be possible unless the source of the allegations is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to (i) the seriousness of the issue raised; (ii) the credibility of the concern; and (iii) the likelihood of confirming the allegation from attributable sources.

Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the Code of Conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action. Please refer to USA Team Handball’s bylaws for more information on who investigates potential conduct violations.

IV. LEGAL COMPLIANCE

USA Team Handball requires that you follow this Code of Conduct and abide by all applicable USA Team Handball policies and procedures; all applicable U.S. Olympic & Paralympic Committee (USOPC) policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501-22529; and foreign law as applicable. If you 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 Team Handball’s Judicial Committee Chair for further information and guidance.

V. COMMITMENT TO INTEGRITY

USA Team Handball is committed to honesty and integrity as the cornerstone of our activities. In turn, USA Team Handball expects you to conduct yourself in an ethical and legal manner as a representative of USA Team Handball. This requires that you:

- A. Respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation, discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, or otherwise;
- B. Know, understand, and comply with all applicable laws, regulations and codes of conduct;
- C. Ensure that all USA Team Handball work and transactions are handled with honesty and recorded accurately;
- D. Protect information that belongs to USA Team Handball, our workers, volunteers, members, and customers;
- E. Never use USA Team Handball assets, resources, or information for personal gain; and
- F. Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USA Team Handball and act accordingly.

USA Team Handball acknowledges that, as to gender and gender identity, the prohibition on discrimination referenced in V.A. above does not extend to decisions on eligibility and classification for the purposes of sport competition. Such decisions may well, for example, be based on gender for any particular event.

USA Team Handball recognizes that wagering on Olympic, Paralympic, and other USA Team Handball sanctioned events and on athletes when they are participating in those events, for example, sports book bets and fantasy sports programs that have the possibility of valuable winnings (“Olympic wagering”), is legal and regulated in the State of Nevada, certain other states, and in a number of foreign jurisdictions. At the same time, it is critical to the avoid of actual and/or apparent Conflicts of Interest and to the overall integrity of the sport of Team Handball and the Olympic Movement more broadly, that no person involved in USA Team Handball promote, support, or otherwise engage in the manipulation of competitions and Olympic Wagering. Thus, you must at all times refrain from directly or indirectly:



- A. Engaging in Olympic Wagering;
- B. Promoting Olympic Wagering;
- C. Facilitating or otherwise supporting Olympic Wagering;
- D. Knowingly sharing confidential athlete, team, or competition information with a person or entity involved in Olympic Wagering; or
- E. Attempting to influence the course or result of any competition in connection with Olympic Wagering.
- F. Violating the Olympic Movement Code on the Prevention of the Manipulation of Competitions, which can be found [here](#).

If anyone approaches you about engaging in any of the activities enumerated in items A through F above, you have an obligation to report this, as set out in Section III above.

Additionally, USA Team Handball finds sexual and physical abuse intolerable and in direct conflict with Olympic ideals. USA Team Handball is committed to ensuring that it and its employees, volunteers, board members, committee and task force members, hearing panel members, members, and member organizations promote an environment free from such abuse, and such commitment extends not only to USA Team Handball's workplace, but also to the creation of safe sporting environments for athletes. To that end, USA Team Handball forbids any form of sexual or physical abuse, whether in the workplace or outside it, and including instances involving athletes. You have a duty to report any alleged sexual or physical abuse occurring in the workplace or at any USA Team Handball-supported training or sport activity to the U.S. Center for SafeSport:

Contact Information for the US Center for Safe Sport:

SAFESPORT HELPLINE - Telephone: 866.200.0796

SAFE SPORT HELPLINE: via the internet at: safesporthelpline.com

As appropriate for employment-related matters, you must report any alleged sexual harassment, sexual abuse, or physical abuse, to USA Team Handball's Judicial Committee.

**Contact Information for the USA Team Handball
Judicial Committee: JUDICIAL COMMITTEE: via the
internet at:** info@usateamhandball.org



VI. RESOLUTION AND JUDICIAL PROGRAM

USA Team Handball has established a Judicial Committee. The Judicial Committee is responsible for the Code of Conduct policy, will monitor ethics reports, investigate alleged violations, and conduct ethics education for USA Team Handball. It will also make the determination on potential violations of the Code of Conduct, including athlete involvement, if required.

After disclosure of the violation or potential violation and all material facts, and after any discussion with the interested person, the Judicial Committee shall decide if a violation of the Code of Conduct exists, and determine whether a formal hearing will be held to determine whether the violation affects an individual's right to participate in future USA Team Handball activities.

All forms of resolution, including hearings and other manners of resolving potential Code of Conduct violations, will be executed by disinterested parties. Please see below for definitions of Conflicts of Interest, which may prohibit an individual from involvement in the resolution process.

VII. CONFLICTS OF INTEREST

USA Team Handball has adopted a Conflict of Interest Policy that requires any conflicts of interest, whether actual or apparent, be reported promptly to USA Team Handball's Judicial Committee. A copy of the Conflict of Interest Policy may be found on USA Team Handball's website at www.usateamhandball.org. You are subject to the Conflict of Interest Policy, including its mandatory reporting of conflicts. In addition, all USA Team Handball employees or board members are required to complete an annual conflict of interest disclosure and certification.

A conflict of interest arises when you have an interest in, obligation to, or relationship with any business, property, or person that could affect your judgment in fulfilling your responsibilities to USA Team Handball. *You are expected to refrain from any activity or investment that constitutes, or might appear to constitute, a conflict of interest. If an activity or investment might appear to constitute a conflict, it must be disclosed.* You are also required to disclose to the Judicial Committee any outside activity, relationship, or investment in which you are involved or may become involved that is, or has the potential for appearing to be, a conflict of interest. If you require guidance in this area, please consult USA Team Handball's Judicial Committee Chair or Chief Executive Officer. For example, you are not to have a material holding in, or a professional relationship with, an organization or affiliate with which USA Team Handball does business or with which USA Team Handball competes, except as prescribed by USA Team Handball's rules and policies and with the knowledge and approval of the Judicial Committee. You may not use your position at USA Team Handball to benefit yourself, your relatives, your friends, or your private enterprises. A family or other personal relationship with a USA Team Handball member, vendor, or competitor may also present a conflict of interest.



You must disclose to the Judicial Committee any outside activity, relationship, or investment in which you are involved or may become involved that is, or has the potential for appearing to be, a conflict of interest. If you have any question about whether something may constitute a conflict of interest, please consult the Judicial Committee Chair.

VIII. BUSINESS WITH OR IN FOREIGN COUNTRIES

Business conduct in foreign countries may sometimes differ from the United States, both in terms of common practice and legality. USA Team Handball requires that all business matters be conducted in an ethical and legal manner.

Gifts: The giving of gifts to, and receiving of gifts from, foreign nationals or representatives of foreign governments is governed by a complex set of United States and foreign laws. Generally, the giving and receiving of such gifts is very limited or prohibited. Before offering a gift to a foreign national, you must receive the approval of the Judicial Committee. In addition, if an exchange of gifts is both a legal and normal practice, the giving and receiving of such gift(s) will be subject to Gifts & Entertainment section of USA Team Handball's Financial Policies.

Payments: It is a felony under United States laws for USA Team Handball, any of its staff, or anyone acting on its behalf to give, offer, promise, or authorize a payment to a foreign official, foreign political party or official thereof, or any candidate for foreign political office, for the purpose of obtaining or retaining business for USA Team Handball. It is also a felony under United States law to pay money or anything of value to a commission agent, sales representative, or consultant when there is knowledge or firm belief that the payment will be used to corruptly influence a government official in connection with business USA Team Handball is attempting to obtain or retain. Political contributions will not be made by or on behalf of USA Team Handball in foreign countries.

USA Team Handball will observe the laws of foreign countries in which it operates concerning payments of agents' fees and commissions, provided these laws are not in conflict with United States law. You are not to engage in activities designed to circumvent foreign laws concerning retaining or paying sales representatives and consultants.

Export Control Laws: It is USA Team Handball's policy to comply with the export and reexport control rules and regulations under the Export Administration Regulations (EAR) administered by the United States Department of Commerce and International Trade in Arms Regulations (ITAR) administered by the United States Department of State. You are not to engage in any export-related transaction without the prior written approval of USA Team Handball.



IX. BUSINESS RELATIONSHIPS

It is imperative that all USA Team Handball, supplier, vendor, and other business relationships are managed in a fair, equitable, ethical, and legal manner consistent with the Code of Conduct, all applicable law and good business practices. Wherever practical, USA Team Handball provides a competitive opportunity for suppliers' and vendors' business, and we enlist their active support in ensuring that we meet customer expectations regarding quality, cost, and delivery. Decisions to hire or engage a vendor or supplier should be made on the basis of objective criteria, and not on the basis of personal relationships, friendships, or the opportunity for financial gain, financial or otherwise. Prior to entering into a transaction or contract for a purchase or potential purchase that involves an actual or perceived conflict of interest, the disclosure and approval requirements set forth in USA Team Handball's Conflict of Interest Policy must be satisfied.

X. PERSONAL USE OF ORGANIZATIONAL RESOURCES

It is the responsibility of each of you to protect and preserve USA Team Handball's resources. USA Team Handball resources include such things as company time, materials, supplies (including food), equipment (including vehicles), information, electronic mail and computer systems, facilities and other property. These resources are provided to you to fulfill USA Team Handball's mission and work, and are to be maintained and used for USA Team Handball-related purposes only. The use of USA Team Handball resources for personal financial gain is strictly prohibited except where expressly authorized. If you are an employee of USA Team Handball and you see or gain knowledge of resources being utilized for personal gain, you must report it to the Judicial Committee Chair. If you should have a question about use of any USA Team Handball resources, you should contact your supervisor. You should report any improper use of USA Team Handball resources to your supervisor or manager, the Judicial Committee Chair or members.

USA Team Handball also has a Gifts & Entertainment Policy that applies to giving and receiving any type of entertainment or gifts in connection with your work with USA Team Handball or its member organizations. The Gifts & Entertainment Policy also covers gifts to United States federal, state, and local government employees. You should consult the Gifts & Entertainment Policy, and, if necessary, obtain permission pursuant to the Policy, before giving or receiving any entertainment or gifts. A copy of the Gifts & Entertainment Policy may be found on USA Team Handball's website at www.usateamhandball.org.

XI. POLITICAL ACTIVITIES AND CONTRIBUTIONS

USA Team Handball and its representatives comply with all federal, state, and local laws governing participation in government relations and political activities. Additionally, USA Team Handball funds or resources are not contributed to individual political campaigns, political parties, or other organizations that intend to use the funds primarily for political purposes. USA Team Handball



also does not permit any political literature, campaign materials, or politically-oriented information, materials, posters, signs, or buttons to be displayed, circulated, or otherwise present on USA Team Handball property or in the course of conducting work for USA Team Handball.

There are some very limited exceptions to this policy. At times, USA Team Handball may ask individuals to make personal contact with government officials or to write letters to present USA Team Handball's position on specific issues. Before doing so, you should confirm with the Judicial Committee Chair or members that such contact is authorized and in compliance with this policy, and that you are knowledgeable on the specific issues about which you have been asked to speak. You may, of course, participate in the political process on your own time and at your own expense, so long as you do not give the impression that you are speaking on behalf of or representing USA Team Handball in such activities. Nor can you be reimbursed by USA Team Handball for any personal contributions for such purposes. If you are seeking public office, you may use vacation time or request leaves of absence to campaign or hold office. USA Team Handball will not make contributions to any political candidate or party.

This policy is required by the Ted Stevens Olympic and Amateur Sports Act, the Internal Revenue Code, and other applicable law. You should contact the Judicial Committee Chair or members if you have any questions or concerns regarding these requirements.

XII. USA TEAM HANDBALL INFORMATION

You are each responsible for the integrity and accuracy of organization documents, communications, and financial records. All financial information must reflect actual transactions and conform to generally accepted accounting principles. It is a violation of this Code of Conduct to alter or falsify information, including any record or document, to intentionally make a false or exaggerated claim to anyone, or to mislead anyone. Anyone having concerns regarding questionable accounting or auditing matters should report their concerns to the Judicial Committee, which will refer the matter to USA Team Handball's Audit and Compensation Committee.

USA Team Handball's information assets are valuable to the organization, and it is USA Team Handball policy that all USA Team Handball representatives must diligently protect this information from loss, theft, inadvertent or unauthorized disclosure, or misuse. It is essential that everyone do their part to protect USA Team Handball information, whether stored in computers, files, or elsewhere. You must not discuss with or disclose to any unauthorized persons inside or outside USA Team Handball any information that is confidential or not publicly available.

USA Team Handball business should not be discussed with unauthorized persons. You should be careful about discussing USA Team Handball information and activities in the presence of, or within hearing distance of, unauthorized personnel. You also should not seek or accept any



information to which you and USA Team Handball are not legitimately entitled, regardless of the source.

Your obligations to maintain the confidentiality and protection of USA Team Handball information does not end even if your employment or other relationship with USA Team Handball may end.

XIII. INTELLECTUAL PROPERTY

USA Team Handball protects the ownership of its intellectual property. You should contact USA Team Handball's Judicial Committee Chair regarding any anticipated use of intellectual property that does nor may belong to someone else.

XIV. ATHLETE OMBUDSMAN INFORMATION

For Athletes With Questions Regarding This Code of Conduct policy:

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