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USA Para Powerlifting Code of Conduct

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LOGAN UNIVERSITY HOME OF USA PARA POWERLIFTING

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Purpose

To define the tenets by which the people who work for, or on behalf of, Logan University (Logan) High Performance Management Organization (HPMO) of USA Para Powerlifting (USAPP) shall conduct themselves consistent with Logan’s mission and core values.

Policy Statement

Introduction

Logan supports USAPP athletes in achieving sustained competitive excellence and persevering the Paralympic/Olympic ideals. Logan accomplishes this mission through its commitment to:

- Honesty, integrity, and trustworthiness in all dealings
- Respect for the rights, differences and dignity of others
- Accountability and transparency
- Stewardship of the Paralympic/Olympic movement

Logan has adopted the Code of Conduct to support these values and with the expectation that the people who work for, or on behalf of, Logan as the HPMO of USAPP conduct themselves consistent with Logan’s mission and core values

Applicability

This Code of Conduct applies to all employees, volunteers, board members, committee and task force members, and members of the organizations of Logan.

Code of Conduct

Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgement and integrity. Logan maintains an “open door” for anyone who has question or concerns. Logan supports all efforts to comply with this Code of Conduct.

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 know false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action

Legal Compliance

Logan requires that you follow the Code of Conduct and abide by all applicable Logan 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.

Commitment to Integrity

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

- 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
- Know, understand, and comply with all applicable laws, regulations, and codes of conduct
- Ensure that all HPMO work and transactions are handled with honesty and recorded accurately
- Protect information that belongs to Logan, our workers, volunteers, members and customers
- Never use Logan assets or information for personal gain
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of Logan and act accordingly

Logan finds sexual and physical abuse intolerable and in direct conflict with its core mission and values. Logan is committed to ensuring that it and its employees, volunteers, board members committee and task force members, and member organization promote an environment free from such abuse; and such commitment extends not only the Logan workplace, but also to the creation of safe sporting environments for athletes. To that end, Logan 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 Logan supported training or sporting activity. Logan's USAPP Misconduct Policy can be found at www.logan.edu/usapp.

Participant Relationships

Members of USAPP, which are under the governance of Logan, are charged with contributing to an environment that makes participation in the sport a positive and rewarding experience. To achieve that result, each professional member has an obligation to make decisions based on the best interest of the athletes. With this obligation in mind, it is a violation of this Code of Conduct for any member to:

- Fail to follow the safety guidelines established by Logan, or otherwise knowingly subject a participant to unreasonable physical or emotional risk.
- Engage in conduct which is competitively unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a competitor.
- Engage in physically or emotionally abusive conduct towards another participant in the sport.

- Discriminate in the provision of resources or opportunities to any member or prospective member based on race, creed, sex, sexual orientation, age, national origin or mental or physical disability
- Intimidate, embarrass or improperly influence, or attempt to intimidate, embarrass or improperly influence any individual responsible for judging, coaching, participating in or administering a competition.
- Engage in business practices directed towards another member that are determined by a court or other judicatory body to be illegal.

Participation

Any USAPP activity or event, which are under Logan's governance, should be open to any member properly qualified under the rules of that activity or event, and every member participating in a USAPP activity which are under Logan's governance has the obligation to participate to the best of his or her abilities. With this obligation in mind, it is considered a violation of this Code of Conduct for any member to:

- Restrict the ability of a member to qualify for or participate in competition because of the member's association with an organization or because of that member's race, creed, sexual orientation, age, national origin or mental or physical disability.
- Participate as a judge, coach, athlete or administrator in any activity where that individual is inadequately prepared or otherwise, unable to participate to the best of his or her ability.
- Engage in behavior so disorderly or inappropriate as to interfere with the normal conduct of the activity or other member's participation in, or enjoyment of, the activity.

Responsibility

A member of USAPP under the governance of Logan has a responsibility to the sport of Para Powerlifting and the rules and regulations that govern it. With this responsibility in mind, it is a violation of this Code of Conduct for any member to:

- Knowingly misrepresent the policies or actions of Logan and USAPP or its authorized representatives.
- Fail to follow the established procedures for challenging a competitive result, contesting a team selection decision, registering a complaint about the materially improper conduct of another member.
- Breach the duty to maintain appropriately established confidences of Logan or its members.

Communication

Members of USAPP which are under the governance of Logan have a duty to communicate honestly and openly with the organization and its members. With this obligation in mind, it is a violation of this Code of Conduct for any member to:

- Misrepresent competitive or coaching achievements, professional qualifications, education, experience, criminal record or affiliations.

- Continuing to claim a coaching level title based fully or partly on the record of athletes one has not personally coached or whom another member is coaching or has coached.
- Not being forthcoming about a criminal record.
- Knowingly withhold from any athlete or coach information or resources likely to enhance the athlete's progress, enjoyment of the sport or reduce their risk of injury or illness.
- Fail to consult with or fully inform the athlete, the athlete's coach or parents (if the athlete is less than 18 years of age) about competitions, commercial or sponsorship opportunities or recognition.
- Misrepresent the nature or extent of an injury in order to participate in (or cause an athlete to participate in) a competition, training camp or similar activity.
- Fail to consult with and fully inform the coach of record, and/or an athlete's parents (if the athlete is less than 18 years of age) about a change of coach of record, a change of team of record, or of enrollment in a Logan USAPP/US Paralympic sponsored facility or program.
- Entice an athlete to change the coach or team of record for monetary or in-kind payments.
- Knowingly disseminate false information about any member.

Alcohol and Drug Abuse

Members of USAPP which are under the governance of Logan must ensure that the sport is conducted in an environment free of drugs and/or alcohol abuse. It is inconsistent with this obligation for any member to:

- Provide to a third party, or be a third-party user of, any drug deemed illegal by federal, state or municipal law.
- Provide alcohol to, or condone the use of alcohol by, one or more athletes under the age of 21, abuse alcohol in the presence of athlete members or consume alcohol if under 21 years of age.

Criminal Conduct

Members of USAPP which are under the governance of Logan are expected to comply with all applicable criminal codes. Any member who has been convicted of or has entered a plea of guilty or no contest to a criminal charge involving sexual misconduct, child abuse, or conduct that is a violation of a law specifically designed to protect minors will be subject to expulsion from Logan and USAPP. Such violations may be covered separately by a Logan's Background Screening Protocol.

Sexual Misconduct

Logan's misconduct policy is expected to be followed by all members. The policy can be located at www.logan.edu/usapp

Conflict of Interest

Members of USAPP which are under the governance of Logan are responsible for avoiding both actual and perceived conflicts of interest while conducting business on behalf of the organization. It is a violation of the Code of Conduct for any member to:

- Use, or be perceived as using, Logan and USAPP's properties, services, opportunities, authority or influence to gain private benefit.
- Incur expenses in furtherance of Logan or USAPP business that are unreasonable, unnecessary, or unsubstantiated.
- Participate in establishing criteria or policies; engage in deliberations or decision-making about any issue for which the member has a direct financial or professional interest.

Enforcement of The Code

Compliance with this Code depends primarily upon understanding, voluntary compliance and reinforcement by peers. When necessary, Logan will take charge of enforcement through disciplinary action.

Any individual who believes that a member of Logan and USAPP has failed to meet his or her obligations under this Code is, under all but the most egregious circumstances, encouraged to first address that concern directly to that member. If that action does not result in a satisfactory resolution, the individual may contact the Director in writing. The complaint will be forwarded to the Logan's USAPP Conduct Committee or appropriate members of Logan. While the complaint must be signed and state specifically the nature of the alleged misconduct, the name of the individual making the complaint will be kept confidential by Logan's USAPP Conduct Committee and Director, except as necessary in connection with a hearing and/or investigation. After review by the Logan USAPP Conduct Committee, and, where appropriate, after additional discussions with the complainant and/or member who is the subject of the complaint, Logan's USAPP Conduct Committee will recommend to the Director one or more of the following:

- No further action be taken as the complaint does not merit further action.
- Reprimand: Logan's USAPP Conduct Committee counsel the member who is the subject of the complaint and will record both the complaint and the nature of the counseling in the member's permanent record.
- Disciplinary probation: The Logan's USAPP Conduct Committee impose sanctions based on the investigation and the findings of the committee members.
- Suspension: The final remedial action will be as determined by Logan's USAPP Conduct Committee, except in the case of a suspension, expulsion or termination of membership, which shall be handled by a hearing.
- Consultation: USAPP Conduct Committee send a letter of "Necessary Improvement" to the subject(s) of the complaint.

Appeal process

Appeals are subjected to Logan's general processes (those not specific to the sport). This information can be found at www.logan.edu

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