



Member, United States
Olympic & Paralympic Committee

PARALYMPIC OPERATIONS DEPARTMENT

Code of Conduct

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Purpose

To define the terms by which the people who are considered Designated Persons the Paralympic Operations Department (POD) at Logan University's (Logan), the High-Performance Management Organization (HPMO) of USA Para Powerlifting (USAPP), shall conduct themselves consistent with Logan's mission and core values.

Designated Persons include all members of the sport(s) managed by the POD (USAPP), council members, committee/task force members, athletes, coaches, department staff, sport specific professional staff (volunteer/stipend/) and volunteers.

Policy Statement

Introduction

The POD supports its members, athletes, coaches, department staff, sport specific professional staff, and volunteers in achieving sustained competitive excellence and persevering the Paralympic ideals. The POD accomplishes this mission through its commitment to:

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

The POD has adopted the Code of Conduct to support these values with the expectation that the people who are Designated Persons conduct themselves consistent with Logan's mission and core values.

Applicability

This Code of Conduct applies to all Designated Person of Logan POD's as it pertains to the University's responsibility as an HPMO.

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 questions or concerns. Logan supports all efforts to comply with this Code of Conduct. In addition, Logan is dedicated to the safety of its member and requires that any violations of the US Center of SafeSport Minor Athlete Abuse Prevention Policies (MAPP) be reported immediately per Logan's USAPP Grievance Procedures (found at www.logan.edu/usapp) and to the US Center of SafeSport (<https://safesport.org/>).

Under no circumstances will an individual be subject to any disciplinary or retaliatory action of filing, in good faith, a report of 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 subjected to appropriate disciplinary action.

Legal Compliance

The POD requires that all Designated Persons 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 Sport Act, codified at 36. U.S.C §§ 22501—22529; The Olympic

Movement Code on Prevention of Manipulation of Competitions; United States Olympic and Paralympic Committee rules, polices, and procedures; foreign law as applicable.

Commitment to Integrity and statement of ethics

The POD is committed to honesty and integrity as the cornerstone of our activities. In turn, the POD expects them members of the sport(s) it manages to conduct themselves in an ethical and legal manner as a Designated Person 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, the POD, Logan, our workers, volunteers, members and customers
- Protect information that belongs to the POD, Logan, our workers, volunteers, members and customers
- Never use the POD or Logan's assets or information for personal gain
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of the POD, the sport(s) it manages, and Logan, and thus act accordingly.

Logan, the POD and the sport(s) it manages finds sexual and physical abuse intolerable and in direct conflict with its core mission and values. They are committed to ensuring that it, its members, and member organization promote an environment free from such abuse; and such commitment extends not only to the workplace, but also to the creation of safe sporting environments for athletes. To that end, Logan, the POD and the sport(s) it manages, 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 (this includes all POD events specific to the sport(s) it manages (USAPP)). Logan's POD Misconduct Policy can be found at www.logan.edu/usapp.

Participant Relationships

Members of USAPP, which are under the governance of the POD, a department within Logan, are charged with contributing to an environment that makes participation in the sport a positive and rewarding experience. To achieve that result, each member has an obligation to make decisions based on the best interest of the all those involved. 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 the POD, 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, gender identification or expression, 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 administrating a competition.
- Engage in business practices directed towards another member that are determined by a court or other judicatory body to be illegal.

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.
- Knowing disseminate false information about any member

USADA Anti-Doping, 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.

Membership anti-doping obligations

It is the duty of individual members of the Logan USAPP to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), World Para Powerlifting Organization (WPPO) and the International Paralympic Committee (IPC), the USOPC including the USOPC National AntiDoping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, WPPO, IPC, the USOPC and USADA. Athlete members agree to submit to drug testing by WPPO/IPC and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of WPPO/IPC, if applicable or referred by USADA.

Membership Organization anti-doping obligations

It is the duty of all Athletes, Athlete Support Personnel and other Persons (as those terms are defined in the World-Anti Doping Code), by virtue of their participation in the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games, participation in an Event or Competition organized or sanctioned by an National Governing Body (NGB), Paralympic Sports Organization (PSO) or HPMO, participation on a national team, utilization of a USOPC Training Center, receipt of benefits from the USOPC or Logan home of USAPP, inclusion in the Registered Testing Pool, or otherwise subject to the World Anti-Doping Code to comply with all anti-doping rules of WADA, WPPO/IPC, the USOPC, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the WPPO/IPC and USADA. If it is determined that an Athlete, Athlete Support Personnel, or other Person may have committed a doping violation, the individual agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the WPPO/IPC, if applicable or referred by USADA. In addition, Athletes agree to submit to drug testing by the WPPO/IPC and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension.

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 immediately expelled from membership and no longer be allowed to participated in Logan and USAPP sponsored/sanctioned events domestically and internationally.

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
- Violate any aspects of the POD's Conflict of interest policy

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 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 Executive Director of Paralympic Operations in writing. The complaint will be forwarded to the Logan's USAPP Ethics Committee or appropriate member of Logan's staff. 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 Ethics Committee and Executive Director of Paralympic Operations, except as necessary in connection with a hearing and/or investigation. After review by the Logan's USAPP Ethics Committee, and, where appropriate, after additional discussions with the complainant and/or member who is the subject of the complaint, Logan's USAPP Ethics Committee will recommend to the Executive Director of Paralympic Operations one or more of the following:

- No further action be taken as the complaint does not merit further action
- Reprimand: Logan's USAPP Ethics 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 Ethics 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 Ethics Committee, except in the case of a suspension, expulsion or termination of membership, which shall be handled by a hearing.
- Consultation: USAPP Ethics Committee send a letter of "Necessary Improvement" to the subject(s) of the complaint.

As a designated committee of the POD, the Ethics committee will have the appropriate athlete representation as stated in the POD handbook so that determinations on potential violations have the appropriate level of athlete representation per the USOPC mandated Audit and Compliance standards.

Contact for Code of Conduct questions, concerns, and violations: Dr. Kelley Humphries, Executive Director of Paralympic Operations, Logan University (Kelley.Humphries@logan.edu)

Appeals process

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

Additional Resources

Athletes who have questions regarding their rights that are not answered by this policy may contact the USOPC Athlete Ombudsman, Kacie Wallace, by:

Telephone at (719) 866-5000

Email at Kacie.wallace@USOPC.org

<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>