



MULTI-SPORT
ORGANIZATION

USA DANCE, INC.

Code of Ethics



The intent of this Code is to establish a set of principles and practices applicable to the USA Dance Governing Council, other national officials, DanceSport athletes and adjudicators as well as those who serve on boards and committees of USA Dance Chapters that will set parameters and provide guidance for appropriate conduct and decision-making.

The values and principles written in this Code reflect the common ethical basis of any person involved in DanceSport. In this regard, the USAD restates its commitment to the Olympic Charter and in particular its fundamental principles. The USAD affirms its loyalty to the Olympic ideal inspired by Pierre de Coubertin.

Members of the Governing Council of USA Dance, other national officials, DanceSport athletes and adjudicators as well as those who serve on boards and committees of USA Dance Chapters are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities for USA Dance. Volunteers serving in these capacities pledge to accept this code as a minimum guideline for ethical conduct

JULY 21, 2017

USA DANCE, INC.

USAD Code of Ethics *Version 1.0*

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USAD Code of Ethics

PREAMBLE

The USA Dance (hereinafter “the USAD”) aims to preserve the image of dancing as a social, athletic, dynamic, healthy and aesthetic sport. USAD is the National Governing Body for DanceSport in the United States and with more than 150 chapters throughout the country is also the representative organization for all social and DanceSport dancers in America, ranging from preschoolers to seniors.

For DanceSport, USAD is the official member organization of the United States Olympic Committee (USOC) and the U.S. member of the world governing organization, the World DanceSport Federation (called the WDSF), which is the official global member organization of the International Olympic Committee (IOC). Along with the WDSF, USAD has the sustaining mission to gain national and global acceptance for DanceSport as an official medal sport in the Olympic Games. USAD bears the responsibility to safeguard the integrity and authenticity of DanceSport including its administration and will take all possible measures to eliminate corrupt, immoral or unethical activities, methods or practices which might put the reputation of DanceSport in jeopardy.

USAD, as the official member organization of the United States Olympic Committee, adopts this *Code of Ethics* based on the principles and rules of the IOC Code of Ethics. USAD’s Member Bodies shall adopt and maintain a code of ethics based on the principles and rules in this Code or adopt this Code of Ethics in a written declaration of purpose and intent.

Consequently, the USAD and all persons related to the USAD shall undertake to comply with and ensure respect of this Code at all times. The conduct of persons bound by this Code is required to reflect the fact that they support the principles and objectives embodied therein.

1. APPLICATION

1.1. Article 2 of this Code and the implementing provisions which are found after Article 8 of this Code, apply to all persons or legal entities that are or were connected in any way with USAD, including but not limited to

- USAD Member Bodies as defined in Article 4 of the Statutes (i.e. including sub-organizations, Continental Associations and Associate Members) and their representatives;
- USAD Officials, including but not limited to
 - elected representatives of USAD;
 - persons appointed to any position in USAD (including members of USAD Commissions);
 - USAD staff,
 - consultants, agents and advisors who act for or on behalf of USAD;
 - other persons who act or acted, or are or were entitled to act for or on behalf of USAD including Chapter officials;
(collectively referred to herein as “USAD Officials”);
- athletes;
- adjudicators;
- chairpersons;
- invigilators;
- any other persons or legal entities who expressly agree or agreed to comply with the requirements of this Code;
- Members of USAD through their Chapter membership;

unless otherwise specified.

1.2. Articles 3 to 8 of this Code and the implementing provisions which are found after Article 8, apply to USAD Officials as defined in Article 1.1. These Articles also apply to USAD Member Bodies (including sub-organizations, Continental Associations and Associate Members), USAD license holders or other people or legal entities who expressly agree or agreed to abide by this Code, where it is specially indicated.

1.3. The jurisdiction of this Code is a continuing jurisdiction for the purposes of enforcing any sanction for an act or omission which occurred before the status or participation of an offender ceased.

- 1.4. Words used in this Code shall have the same meaning as set out in the USAD Bylaws and USAD's other governing documents, unless otherwise specified.
- 1.5. Everyone who is subject to this Code is responsible to be familiar with the terms of this Code and particularly with the definitions of conduct or omissions which may constitute a violation of this Code, and shall comply with it fully.
- 1.6. The provisions of this Code shall be governed by and interpreted in accordance with US law.

2. FUNDAMENTAL ETHICAL PRINCIPLES IN DANCESPORT

2.1. Dignity

Safeguarding the dignity of the individual is a fundamental requirement of DanceSport.

2.2. Equality

2.2.1. No one may discriminate between the participants in DanceSport competitions on the basis of race, gender, ethnic origin, religion, philosophical or political opinion, marital status or other unfair or irrelevant grounds.

2.2.2. In DanceSport, men and women compete against each other at the same time, on the same playing surface, producing outright gender parity in our sport and making equality between male and female athletes a reality. Nevertheless, equality between men and women may be threatened by many factors. Consequently, unequal treatment of men and women is strictly prohibited.

2.2.3. USAD supports and practices the principle and goal of increasing equal opportunities for its athletes, provided always that no direct claims can be founded on these principles.

2.3. Clean sport

All doping practices are strictly prohibited at all levels. The provisions against doping in the World Anti-Doping Code and the USAD Anti-Doping Code shall be completely observed.

2.4. Respectfulness

Physical, mental, emotional, professional, sexual, and all other forms of harassment

or injury of or by any person in DanceSport, are prohibited.

2.5. Idealism

- 2.5.1. All forms of participation in, or support for, betting or wagering related to DanceSport, and all forms of promotion of betting related to DanceSport are prohibited. Inside information shall not be used or disclosed for the purpose of betting or wagering. No one who is subject to this Code may have stakes, either actively or passively, in any entity or organization that promotes, brokers, arranges or conducts betting or wagering about or related to DanceSport and may not profit in any related, direct or indirect ways from such activities or transactions. Similarly, any person who is subject to this Code who assists any third person to participate in the same kind of activity, shall be deemed to be participating in it for his or her own direct gain and shall be subject to the same sanctions as if s/he were participating directly in such activity.
- 2.5.2. No one who is subject to this Code may or directly or indirectly attempt to influence the course or result of a competition, or any part thereof, except within the limits of the function given to him or her by WDSF's governing documents.

2.6. Athletes' Welfare

- 2.6.1. USAD, USAD Member Bodies and all persons affiliated with USAD shall promote and advocate for the health, safety, well-being and medical care of athletes.
- 2.6.2. All persons subject to this Code shall give special attention to children's and juveniles' health and security and neither participate in nor facilitate the exploitation of young or otherwise vulnerable athletes. In defining and applying governing documents, Officials shall strive to prevent the exploitation of athletes in general and protect them from unscrupulous recruiters and agents.

2.7. Sportsmanship

- 2.7.1. All persons governed by this Code shall act in good faith towards each other, show courtesy, mutual trust and understanding in all their dealings and behave in a manner that they reasonably believe to be in the best interests of USAD and DanceSport.
- 2.7.2. Candidates for any sort of elections or appointments, including their promoters and persons representing legal entities wishing to organize competitions or other events, shall respect the procedures set out in USAD's governing documents and shall conduct campaigning with honesty, dignity,

moderation and respect for their opponents and for the voters. They shall refrain from approaching other persons with a view to affecting their freedom of decision or to obtain any undue financial or political support. Promotions shall exclude any form of publicity, including the use of new media or social networks. Persons listed in this sub-paragraph shall not enter into any promise or undertaking to be performed for the direct or indirect benefit of another person or legal entity. They shall not produce any spoken word, written text or representation of any nature likely to harm the image of other candidates or causing prejudice to them.

3. OFFICIALS' INTEGRITY

- 3.1. USAD Officials, persons holding USAD licenses and any other persons or legal entities who expressly agree to abide by this Code shall act with the utmost integrity, honesty, impartiality and responsibility and use due care and diligence in fulfilling their mission. They are expected to be aware of the trust that has been placed in them, as well as of the importance of their function and concomitant responsibilities. They must not act in a manner likely to tarnish the reputation of the USAD, WDSF, of DanceSport or the Olympic Movement.
- 3.2. Assessing the quality of dancers' performance requires judgements by human beings. However, USAD Officials, USAD adjudicators, chairpersons and invigilators, as well as any other person or legal entity who expressly agrees to comply with this Code must at all times use their judgement objectively, must distance themselves from any sort of arbitrariness and must not, by any manner whatsoever, try to influence the results of a competition by subjective or unfounded acts.
- 3.3. USAD Officials shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the administration of their function within USAD, except for salaries or fees approved by USAD, and business expenses being reimbursed based on USAD's budget.
- 3.4. USAD Officials, including candidates for such functions, shall not solicit or accept benefits, entertainment or gifts (or the expectation of a benefit, entertainment or gifts, irrespective of whether such benefit is in fact given or received) in exchange for, or as a condition of, the exercise of their duties, an election or appointment to office, an employment or promise of employment, or as an inducement for performing an act associated with their responsibilities. In all circumstances, the

giving or accepting of cash by USAD Officials, except for salaries or fees approved by USAD, and business expenses being reimbursed based on USAD's budget, is strictly prohibited. Gifts, hospitality or other benefits associated with their official tasks may be given or accepted as an expression of courtesy or a token of friendship if they are of nominal value, do not bring suspicion on the Official's integrity and impartiality and do not compromise the integrity of USAD. Any other gift must be passed on to the organization of which the beneficiary is a member.

- 3.5. The hospitality shown to the members and staff of USAD and its Member Bodies, as well as to the persons accompanying them, shall not exceed the standards prevailing in the host country. USAD Officials might be invited to attend sports or social events due to their USAD status. Such invitations may be accepted even if they are of more than nominal value, if they do not compromise the objectivity and integrity of the Official, are disclosed forthwith to the General Council, mainly serve to promote the best interests of USAD and would not put USAD into disrepute if publicly disclosed.
- 3.6. USAD Officials, USAD license holders, any other person or legal entity who expressly agree to comply with this Code, as well as the representatives or agents of all these persons, must not be involved with persons, firms, companies, associations or other legal entities whose activities or reputation is inconsistent with the principles set out in the Olympic Charter and this Code. If it is unclear, whether this kind of inconsistency exists in any given situation, the matter may be submitted to the Ethics Committee for a recommendation.
- 3.7. USAD Officials shall neither give nor accept instructions to vote or intervene in a specific way within the organs of the USAD, provided always that the right to assign votes in the General Meeting by proxy within the provisions of Article XX of the Bylaws as well as instructions given by a USAD Member Body to its Delegates about how to vote in the Annual General Meeting, remain reserved. USAD Officials may not apply undue pressure on representatives of USAD organs or try to influence the decisions in those organs in any improper or concealed way.

4. CONFLICTS OF INTEREST

- 4.1. USAD Officials shall act for the benefit of USAD and DanceSport when making decisions that affect, or may affect, USAD. USAD Officials shall act without reference to vested interests, either financial or otherwise (collectively referred to as "conflicts of interest" herein and further specified below).

- 4.2. USAD Officials, USAD adjudicators, chairpersons and invigilators, as well as any other person or legal entity who expressly agrees to abide by this Code, shall disclose all possible real or apparent conflicts of interest before being elected, appointed or legally linked to USAD, or immediately after the conflict arises and shall deliver all such information to the body or person that elected or appointed or will elect or appoint the relevant candidate or other relevant person or to the contractual partner. If it is unclear, whether personal involvements may adversely affect the interests of USAD, any such person should always err on the side of caution and ethics, but in any case the question may be submitted to the Ethics Committee for a recommendation.
- 4.3. Possible conflicts of interest
- 4.3.1. USAD Officials shall avoid any situation that could lead to real or apparent conflicts of interest. Potential conflicts of interest arise:
- 4.3.2. if USAD Officials have, or appear to have, private or personal interests that influence or may influence the performance of their duties for the limited purpose of the benefit of USAD and DanceSport. Private or personal interests include gaining any possible advantage for the persons subject to this Code themselves, their family, relatives, friends and acquaintances, dependents, contractors or any organization the Official belongs to or in which the Official has a leading role, or a direct or indirect interest, provided always that salaries or fees approved by USAD, as well as business expenses being reimbursed based on USAD's budget do not constitute a conflict of interest;
- 4.3.3. if the opinion or decision of a USAD Official is influenced by, or may be reasonably considered as liable to be influenced by relations that the USAD Official has, has had or is on the point of having, with another person or organization that would be affected in any manner by the decision or opinion of the USAD Official;
- 4.3.4. if a Member of the USAD Managing Committee is also involved in the routine business of a USAD Member Body.
- 4.3.5. USAD Officials shall not perform their duties when there is an existing or potential conflict of interest. If a real or apparent conflict of interest arises, or if there is a reasonable possibility that such a conflict may arise, the person concerned must refrain from taking any further part in the handling of the issue and must immediately disclose the real or apparent conflict or potential conflict.

- 4.3.6. For adjudicating, the limits of the conflicts of interests are defined in Article XIV Code of Ethics, which forms a part of the USAD Competition Rules.
- 4.3.7. If it is unclear whether a conflict of interest exists in any situation, any such person should always err on the side of caution and ethics, and shall submit the question to the Ethics Committee for a recommendation.

5. GOOD GOVERNANCE AND USE OF RESOURCES

- 5.1. USAD Officials shall respect and abide by the basic universal principles of good governance of the Olympic and sports movement, in particular transparency, stability, responsibility and accountability.
- 5.2. USAD Officials shall respect and abide by public and private legal obligations and shall encourage others to do the same. USAD supports the Rule of Law and bases its activities on legal obligations under the Rule of Law.
- 5.3. The resources of USAD and its Member Bodies may be used only for the benefit of DanceSport.
- 5.4. Accounting
 - 5.4.1. The income and expenditure of USAD and its Member Bodies shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles in United States. An independent auditor who has valid and subsisting professional auditing qualifications in United States must check these accounts periodically.
 - 5.4.2. In cases in which the USAD gives financial support to its Member Bodies, the use of these funds for the benefit of DanceSport must be clearly recorded in the accounts of the USAD Member Bodies. The USAD Member Bodies will cooperate with experts designated by the USAD General Council to audit the accounts of the USAD Member Bodies regarding these resources. The USAD Member Bodies will give these experts the information they need.
 - 5.4.3. The USAD and its Member Bodies recognize the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of DanceSport throughout the world. However, these entities must not interfere in the running of sports institutions. Support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and this Code. The organization

and staging of USAD championships and competitions are the exclusive responsibility of the independent sports organizations recognized by the USOC and the USAD or either of them. In fulfilling their statutory mandate, the autonomy of these organizations within the limits of the applicable governing documents of USAD, of any other governing sports organization or of the local state legislation shall be strictly preserved.

6. RELATIONS WITH STATES

- 6.1. The USAD and its Member Bodies shall work to maintain harmonious relations with legitimate state authorities, in accordance with the principle of universality and political neutrality of DanceSport and the Olympic Movement.
- 6.2. USAD Officials, USAD Member Bodies and its representatives, as well as any other person or legal entity who has expressly agreed to comply with this Code are free to play a role in the public life of the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in this Code or contravening the principle of political neutrality of DanceSport.

7. SUSTAINABILITY

The USAD and its Member Bodies shall endeavor to protect the environment on the occasion of any events they organize, use resources conscientiously and undertake to uphold generally accepted standards for environmental protection.

8. CONFIDENTIALITY

- 8.1. USAD Officials shall not disclose information entrusted to them in confidence in connection with their function in DanceSport, unless required to do so by law, in order to enforce the governing documents of USAD or consistent with reasonable and constructive sporting practices. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.
- 8.2. Disclosure of other information by USAD Officials shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or

organization.

9. BREACHES OF THIS CODE

- 9.1. Breaches of this Code may lead to sanctions, regardless of whether they were caused by omission, commission, or as a result of negligence.
- 9.2. Persons subject to this Code who attempt, or agree with another person, to act in a manner that would constitute or culminate in a violation of this Code, shall be treated as if they had committed a violation, whether or not such attempt or agreement in fact resulted in a violation. However, there shall be no violation where the person who is subject to the Code renounces his attempt or agreement prior to its being discovered by a third party not involved in the attempt or agreement.
- 9.3. Persons subject to the Code who knowingly assist or are otherwise complicit in any act or omission that constitutes or culminates in a violation of the Code shall be treated as having committed a violation of the Code.
- 9.4. Accusing someone of a breach of this Code, while knowing that the accusation is false, constitutes a breach of this Code.
- 9.5. The failure, refusal or neglect so to provide information to the Ethics Committee constitutes a breach of this Code, provided always that the right of a person who is subject to this Code to plead the legal doctrine *nemo tenetur se ipsum accusare* to refuse to incriminate herself or himself, shall be preserved and protected.

10. THE ETHICS COMMITTEE

- 10.1. The Ethics Committee is constituted and shall act according to the corresponding provisions in the USAD Bylaws and the procedural rules assigned to this Code.
- 10.2. The USAD Ethics Committee is responsible to investigate possible violations of this Code and to report its verdict to the General Council, including a suggestion whether or not to impose any sanctions. The Ethics Committee may not impose sanctions.
- 10.3. The Ethics Committee watches over the provisions in this Code and suggests amendments to the General Council, if necessary.
- 10.4. Persons subject to this Code shall make full disclosure of all information, documents

and other permanent records reasonably requested by the Committee and shall perform all acts reasonably necessary to assist the Committee to discover all relevant facts, documents and other permanent records reasonably related to any question which is before the Committee or which is reasonably related to any possible violations of this Code. No one may claim remuneration or other compensation or reimbursement from the Committee or any person for performing these duties.

11. IMPLEMENTATION AND ENFORCEMENT

- 11.1. The USAD and its Member Bodies shall perform all acts that are reasonably required to ensure that the principles and rules of the Olympic Charter and this Code are applied.
- 11.2. Persons bound by this Code shall inform the USAD General Council of any breach of this Code, with a view to possible referral to the USAD Ethics Committee, provided always if the breach is alleged to have been committed by a USAD General Council Member, then such informed person shall so inform the Chairperson of the USAD Ethics Committee directly.
- 11.3. When the Committee finds that a person has breached the Code but that s/he cannot be sanctioned by any organ of USAD, the USAD Member body which has authority over that person shall perform all acts required to impose on that person sanctions of the same kind and degree that could have been imposed by USAD on a person with whom USAD had a direct legal relationship. Failing to comply with this sub-paragraph by a USAD Member Body constitutes a breach of this Code itself.
- 11.4. If an act, behavior or circumstance is prohibited or controlled by another USAD governing document as well as by this Code, the procedures and sanctions of such governing documents and in particular the Codes of Conduct for specific groups of persons take precedence over the provisions of this Code. In these cases, the violation of principles set out in this Code merge in the infringement described by the specific governing document, but may increase the severity of a sanction. When the Committee finds in these cases that a person cannot be sanctioned by any organ of USAD, the Committee shall in its report refer to the provisions of any specific governing document which in its opinion the accused person breached.
- 11.5. This Code is an integral part of the USAD Bylaws. Its implementation as well as changes to this Code must be approved by the USAD General Council in accordance with the provisions in Article XX of the Bylaws. The USAD General Council may set out the provisions for the clarification of this Code in one or

more of its Operating Policies provided that any such Operating Policy is not inconsistent with this Code.

12. EFFECTIVE DATE AND TRANSITIONAL PROVISIONS

- 12.1. This Code enters into force on May 21, 2017 and applies to all violations of this Code committed on or after the commencement date.
- 12.2. A retroactive effect of this Code prior to its effective date is excluded. Article 1.3 remains reserved for persons or legal entities that violated this Code after it entered into force, as long as USAD still, again or newly exercises jurisdiction over these individuals or legal entities or over legal entities that are dominated by the same members as the one that violated this Code.
- 12.3. If a conflict of interest according to Articles 3 or 4 of this Code existed before, and persists after the date it entered into force, an individual or legal entity subject to this Code who or which then finds himself or itself in such a conflict of interest shall be granted a period of two years after the effective date in Article 12.1 to resolve the conflict of interest. If the conflict of interest is eliminated during these two years, the individual or legal entity may not be subject to sanctions due to contraventions of Articles 3 or 4 of this Code, dating back to circumstances that subsisted before the effective date of this Code. If the conflict of interest is not eliminated after that term of two years, Articles 3 and 4 of this Code are applicable unreservedly from the time this Code came into force.

This Code was adopted by the USAD General Meeting on July 31, 2017. (Version 1.0)