



CODE OF CONDUCT

The purpose of this Code of Conduct is to establish the United States Equestrian Federation's ("USEF") common expectations in the sport of equestrian. It is a foundation intended to promote a positive environment and good sportsmanship. As ambassadors for the sport of equestrian, this Code of Conduct applies to the following individuals at all times: Board of Directors, Officers, volunteers (including all committee, council, and task force members), employees, members, participants, athletes (and athlete support personnel), owners, competition organizers and managers, licensed officials, coaches, chefs d'equipe, and others appointed or authorized to act on behalf of the USEF:

- Act as an ambassador of the sport and in a manner that does not bring embarrassment to USEF, or otherwise may be detrimental to the image or reputation of USEF or the sport of equestrian.
- Adhere to the highest standards and rules and regulations of the USEF, including the Sportsman's Charter.
- Adhere to the USEF Safe Sport Policy, U.S. Center for SafeSport Code, and Minor Athlete Abuse Protection Policies.
- Adhere to the rules and policies of the Federation Equestre Internationale ("FEI") and the United States Olympic and Paralympic Committee ("USOPC"), including the Olympic Movement Code on the Prevention of the Manipulation of Competitions, where applicable.
- Adhere to all applicable state, federal, and foreign laws, including those governing the possession and use of drugs and alcohol and providing of drugs to any person and alcohol to minors.
- Place the well-being, health, and safety of horses and others above all other considerations, including developing performance.
- Engage in no verbal or physical threats against others.
- Instruct one's support team in sportsmanship and demand that they display good sportsmanship.
- Model fair play, respect, and the highest levels of sportsmanship.
- Model inclusive behavior, supporting diversity while opposing all types of discrimination, including racism and sexism, at all levels of the sport.
- Promote the sport of equestrian and treat officials, athletes, coaches, trainers, support personnel, participants, media, and fans: fairly, properly, justly, professionally, respectfully, with sensitivity, and without any form of discriminatory behavior.
- Report Code of Conduct violations.

ENFORCEMENT

A violation of this Code of Conduct may be grounds for action, which could result in an admonishment, warning, required training, or penalties set forth in General Rule 703.

Code of Conduct violations must be reported promptly to the USEF Regulations Department Director, Emily Pratt at epratt@usef.org. USEF does accept anonymous reports. All reports will be investigated and the Chief Executive Officer, or a designee, will determine whether a violation occurred. Respondents will be afforded an opportunity to be heard on the merits before the Hearing Committee prior to limiting one's opportunity to participate in competition. Temporary measures, such as a temporary suspension, may be imposed where circumstances warrant. See Bylaw 702 regarding Temporary Measures.

For information on the disciplinary process for Code of Conduct violations, see Bylaws Part VII -Complaints and Disputes. For procedural guidance, please contact Emily Pratt at epratt@usef.org

ANTI-RETALIATION

Retaliation against someone reporting a violation in good faith will not be tolerated and will be considered a Code of Conduct violation and grounds for discipline hereunder.

ATHLETE OMBUDS

For guidance on the USOPC grievance processes and information regarding athlete rights, please contact the USOPC Athlete Ombuds Office, toll free at 719.866.5000 or at ombudsman@usathlete.org, or visit www.teamusa.org/Athlete-Ombuds.

For additional resources and to access An Athlete's Guide to Filing a Grievance Regarding Opportunity to Participate, see <https://www.usef.org/compete/resources-forms/rules-regulations>