

**CODE OF CONDUCT POLICY**  
**OF THE**  
**UNITED STATES BASEBALL FEDERATION, INC.**

**Updated December 12, 2023**

**Policy Name:**  
Code of Conduct Policy

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**Policy Owner:**  
USA Baseball Ethics Committee (Chair: George Grande; [ethics@usabaseball.com](mailto:ethics@usabaseball.com))

**Key Contacts:**  
USA Baseball's outside Legal Counsel ([Karen Gaunt](mailto:karen.gaunt@dinsmore.com); [karen.gaunt@dinsmore.com](mailto:karen.gaunt@dinsmore.com); 513-977-8503), USA Baseball Ethics Committee Chair George Grande ([ethics@usabaseball.com](mailto:ethics@usabaseball.com)), and USA Baseball Senior Director of Education and Athlete Safety Lauren Rhyne ([laurenrhyne@usabaseball.com](mailto:laurenrhyne@usabaseball.com); 919-474-8721 x 211)

## **INTRODUCTION**

The United States Olympic & Paralympic Committee (“USOPC”) supports United States Olympic and Paralympic athletes in achieving sustained competitive excellence and preserving the Olympic ideals, thereby inspiring Americans. The USOPC 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 Olympic Movement.

USA Baseball has adopted this Code of Conduct to support these values and with the expectation that the people who work for, or on behalf of, USA Baseball conduct themselves consistent with USA Baseball's and the USOPC's mission, these core values, rules, policies, and procedures in accordance with state or country laws as applicable.

### **1. PURPOSE:**

This policy constitutes the Code of Conduct (Code) of USA Baseball. This Code of Conduct is intended to protect the safety and well-being of individuals who associate with USA Baseball, and to ensure that all individuals who associate with USA Baseball conduct themselves with integrity, maintain a high standard of ethical conduct, promote the Olympic & Paralympic values, spirit, and ideals, and conduct themselves consistent with USA Baseball's mission and core values.

### **2. APPLICABILITY**

This Code of Conduct Policy applies to all USA Baseball employees, Board of Directors, committee members, officers, national team athletes, national team coaches, independent contractors, officials, volunteers, and anyone participating in USA Baseball events and activities (collectively, “Affiliated

Individuals”). All such Affiliated Individuals should become familiar with the rules and standards of this Code.

### **3. LEGAL COMPLIANCE**

USA Baseball requires that Affiliated Individuals follow the Code of Conduct and abide by all applicable USA Baseball policies and procedures; United States federal, state, and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act; and foreign law as applicable. If an Affiliated Individual should 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 the Ethics Committee ([ethics@usabaseball.com](mailto:ethics@usabaseball.com)) or USA Baseball’s outside Legal Counsel ([Karen Gaunt](mailto:karen.gaunt@dinsmore.com); [karen.gaunt@dinsmore.com](mailto:karen.gaunt@dinsmore.com); 513-977-8503) for further information and guidance.

### **4. THE CODE OF CONDUCT**

All Affiliated Individuals must:

- Adhere to the anti-doping rules and policies of the International Olympic Committee, International Paralympic Committee, USOPC, World Anti-Doping Agency, U.S. Anti-Doping Agency, and the World Baseball Softball Confederation (WBSC).
- Adhere to the rules and policies of the U.S. Center for SafeSport, including, but not limited to, the SafeSport Code and the USA Baseball athlete safety policy.
- Comply with [the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, as applicable], and commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.
- In competition, compete to the best of his or her ability while being safe and sportsmanlike.
- Respect and comply with the laws of the state and/or country in which they are training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.
- Be responsible for his or her own behavior and for reading, understanding, and abiding by all applicable policies, including those of USA Baseball, as well as the competitions and events in which he or she participates.
- Respect and abide by all other rules, policies, and procedures of USA Baseball, and of the facilities and accommodations in which he or she trains and lives at and/or uses.
- Never engage in discrimination of any kind on whatever grounds, be it race, color, sex, sexual orientation, language, religion, national origin, or other status.
- Demonstrate good sportsmanship by showing respect toward teammates, coaches, competitors, officials, and audience members at all events and competitions.

- Refrain from foul language, violence, and behavior that could reasonably be deemed dishonest, offensive, intentionally malicious, or illegal.
- Respect the property of others and not vandalize, damage, or steal any such property.
- Agree to refrain from authorizing the use of photographs, films, or videos of persons in USA Baseball apparel or equipment or the use of the USA Baseball logo for the purpose of trade, without the prior written consent of USA Baseball.
- Understand that any act, conduct, or personal appearance, even if not expressly enumerated above, that violates the spirit and intent of this Code of Conduct, or brings disrespect or dishonor to myself, my fellow athletes, USA Baseball, or the United States, is a Code violation.
- Understand that, if under the age of 18, his or her parents or legal guardians may be notified of all written reports of counseling or misconduct.
- Understand that any dispute or action arising from this Code of Conduct will be resolved through the [USA Baseball Complaint Procedures \(USA Baseball Bylaws\)](#); Section 11).
- Adhere to the wagering policies and procedures set forth by USA Baseball:
  - USA Baseball recognizes that wagering on Competition is legal and regulated in the State of Nevada and in a number of foreign jurisdictions. “Competition” means any sports competition, tournament, match or event, organized in accordance with the rules of a sports organization or its affiliated organizations, or, where appropriate, in accordance with the rules of any other competent sports organization; including but not limited to Olympic, Paralympic, USOPC-sanctioned events, WBSC-sanctioned events, USA Baseball national team games, USA Baseball events and participants (athlete, athlete support personnel, and/or official) in those events, for example sports book bets and fantasy sports programs that have the possibility of valuable winnings (“Olympic Wagering”). At the same time, it is critical to avoid actual and/or apparent conflicts of interest and to ensure the overall integrity of the Olympic Movement that no person involved in the Movement promotes, supports, or otherwise engages in Olympic Wagering. Thus, you must always refrain from directly or indirectly:
    1. Engaging in wagering on Competition
    2. Promoting wagering on Competition
    3. Facilitating or otherwise supporting wagering on Competition
    4. Knowingly sharing confidential athlete, team, or competition information with a person or entity involved in wagering on Competition
    5. Attempting to influence the course or result of any competition in connection with wagering on Competition

If anyone approaches you about engaging in items 1-5 listed above, you are obligated to disclose this, as detailed in [Section 5](#) below. USA Baseball is committed to promoting a

sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.

Specifically, all Board/Committee Members and USA Baseball staff must:

- Function primarily on behalf of USA Baseball and not on behalf of any one constituency or group.
- Respect confidentiality appropriate to issues of a sensitive nature.
- Maintain a thorough knowledge of USA Baseball governance documents, policies, and procedures.
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

Specifically, coaches, and those functioning as coaches, must:

- Treat all athletes with respect at all times.
- Be aware of the health and safety of all athletes at all times in regard to our sport. If the conditions are unsafe, follow best practices and not allow the health and safety of the athletes to be compromised.
- Recognize the signs of injury, physical and psychological stress in themselves and in athletes, take these indicators seriously, and refer or seek out appropriate and qualified support.
- Be prepared with an executable emergency plan for their primary use facilities that has been shared and practiced.
- Assist the athlete in forming goals and expectations that are realistic and practical with consideration of the age, resources, and experience of the athlete.
- Consistently give the athletes the opportunity to develop their sport and non-sport skills translating into other facets of their lives (e.g., time management, goal setting).

Specifically, officials, and those functioning as officials must:

- Maintain a current and thorough knowledge of the rules and officiating procedures of our sport and officiating procedures.
- Conduct themselves impartially, professionally and in good faith.
- Assist with the development of lesser-experienced officials as needed.
- Take ownership of actions and decisions made while officiating.

Specifically, parents, fans, and spectators must:

- Encourage athletes to compete within the rules and to resolve conflicts positively.
- Never ridicule a participant for making a mistake during a competition, practice, or training session.
- Respect the decisions of officials and encourage participants' continued effort.
- Respect and show appreciation to all competitors, officials, and volunteers.

## **5. REPORTING OBLIGATIONS**

No code of conduct can address every situation, nor can it replace good judgment and integrity. USA Baseball maintains an “open door” for anyone with questions or concerns. USA Baseball will support all efforts to comply with this Code of Conduct.

If Affiliated Individuals need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager, the Ethics Committee (ethics@usabaseball.com), or USA Baseball’s outside Legal Counsel ([Karen Gaunt](mailto:karen.gaunt@dinsmore.com); [karen.gaunt@dinsmore.com](mailto:karen.gaunt@dinsmore.com); 513-977-8503). Affiliated Individuals are expected to seek advice and clarification promptly when uncertain about proper actions or practices. Affiliated Individuals should be alert and sensitive to situations that could result in unethical, illegal, or improper actions. Affiliated Individuals are obligated to report potential or actual violations of this Code of Conduct to your supervisor or manager, the Ethics Committee (ethics@usabaseball.com), USA Baseball’s outside Legal Counsel ([Karen Gaunt](mailto:karen.gaunt@dinsmore.com); [karen.gaunt@dinsmore.com](mailto:karen.gaunt@dinsmore.com); 513-977-8503), or any other designated reporting authority identified by USA Baseball.

USA Baseball has zero tolerance for retaliatory conduct by any Affiliated Individual against any person who comes forward with a good faith complaint or issue. Retaliation for reporting in good faith an alleged violation of this Code of Conduct will itself constitute a violation of this Code of Conduct.

*For more information about the definition of retaliation and USA Baseball’s zero tolerance approach to retaliation, please see the [USA Baseball Whistleblower Policy](#).*

## **6. INVESTIGATION OF POTENTIAL VIOLATIONS**

USA Baseball takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated and resolved in accordance with the [USA Baseball Complaint Procedures](#) found in Section 11 of the [USA Baseball Bylaws](#).

In no event shall USA Baseball deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the [USA Baseball Complaint Procedures](#).

## **7. RESOURCES**

Affiliated Individuals may contact their supervisor, the Ethics Committee Chair (George Grande; [ethics@usabaseball.com](mailto:ethics@usabaseball.com)), or USA Baseball's outside Legal Counsel ([Karen Gaunt](mailto:karen.gaunt@dinsmore.com); [karen.gaunt@dinsmore.com](mailto:karen.gaunt@dinsmore.com); 513-977-8503) with questions or complaints. Athlete members also may contact the athlete representative(s) to the [Board of Directors](#) as well as the Athletes Advisory Council Representative.

***Specific to the Olympic and Paralympic Movement:***

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

**Email:** [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

**Website:** [www.usathlete.org](http://www.usathlete.org)

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

**Website:** [usopc.ethicspoint.com](http://usopc.ethicspoint.com)

**Hotline:** 877-404-9935

## **APPENDIX**

Updated: 12/12/2023