



USAA Code of Conduct Policies

USAA Harassment and Sexual Abuse Policy

POLICY STATEMENT

USAA is committed to maintaining cooperative work, training and sports environments in which there exists mutual respect for all athletes, coaches, judges and other officials, and for all USAA directors, officers, employees and volunteers. Harassment, whether sexual or otherwise, is inconsistent with this commitment and contrary to USAA policy of equal employment and sports opportunity without regard to age, sex, sexual orientation, citizenship, religion, race, disability or national or ethnic origin. USAA is also committed to protecting its minor athletes and participants from sexual abuse. Sexual harassment and sexual abuse are illegal under federal and state laws and will not be tolerated within the USAA.

PROHIBITED CONDUCT

It is a violation of USAA policy for any director, officer, employee volunteer or member to engage in any form of physical or verbal sexual harassment, or harassment of any kind based on age, sex, sexual orientation, citizenship, religion, race, disability or national or ethnic origin. It is a violation of USAA policy for any such person to sexually harass or sexually abuse any person participating in any event, training camp or competition sanctioned by the National Archery Association (NAA) or the US Olympic Committee (USOC) or USAA (a USAA Event) or working or volunteering at USAA. It is also a violation of USAA policy to retaliate against any person for raising an allegation of harassment or abuse or for filing a complaint alleging harassment or abuse.

Definition of Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other oral and written communications or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of any individual's employment, USAA appointment, selection to a USAA Team or program or participation at any USAA Event

- Submission to or rejection of such conduct by an individual is used as a basis for any decision affecting the employment at or appointment by USAA, selection to a USAA Team or program or participation at any USAA Event by such individual
- Such conduct has the purpose or effect of interfering with an individual's work, sport performance or participation in USAA activities or any USAA Event or creates an intimidating, hostile or abusive work, training or sports environment

Harassment is defined as:

- Oral or written communications or physical conduct that denigrates, criticizes, belittles or embarrasses, or is intended to denigrate, criticize, belittle or embarrass, any person on the basis of such person's age, sex, sexual orientation, citizenship, religion, race, disability or national or ethnic origins
- The sexual orientation, citizenship, religion, race, disability or national or ethnic origin of a person being used as a basis for any decision affecting the employment at or appointment by USAA, selection to a USAA Team or program or participation at any USAA Event by such individual
- Such conduct has the purpose or effect of interfering with an individual's work, sport performance or participation in USAA activities or any USAA Event or creates an intimidating, hostile or abusive work, training or sports environment

Examples of Harassment

Examples of Sexual Harassment include but are not limited to the following:

- Requesting or demanding sexual favors in exchange for employment or sport opportunity such as hiring, firing, USAA appointments, selections for any USAA team or program or participation in any USAA Event
- Submitting an unfair or inaccurate job or sport evaluation or denying training, promotion or access to employment or sport opportunities because sexual advances have been rejected
- Sexual comments, teasing or jokes, graphic or sexually suggestive gestures, sexual slurs, demeaning statements about an individual's attire or body
- Sexual assault or non-consensual sexual relations

Example of Harassment include but are not limited to the following:

- A person being denied employment or selection for any USAA team or program or participation in any USAA Event on the basis of such person's sexual orientation, citizenship, religion, race, disability or national or ethnic origins
- Submitting an unfair or inaccurate job or sport evaluation or denying training, promotion or access to employment or sport opportunities because of such person's sexual orientation, citizenship, religion, race, disability or national or ethnic origins
- Teasing or jokes, slurs, demeaning statements about an individual's such person's sexual orientation, citizenship, religion, race, disability or national or ethnic origins

Definition of Sexual Abuse

Sexual abuse of a minor occurs when a USAA director, officer, employee, volunteer or member touches a minor participating in any USAA Event or program or working or volunteering at USAA for the purposes of causing sexual arousal or gratification of either the

minor or such person. Sexual abuse of a minor also occurs when a minor touches any USAA director, officer, employee, volunteer or member for the sexual arousal or gratification of either the minor or any such person, if the touching occurs at the request or consent of such person. Neither consent of the minor to the sexual contact, mistake as to the minor's age, nor the fact that the sexual contact did not take place at a USAA Event or program or USAA offices or facilities are defenses to a complaint of sexual abuse.

SCREENING

USAA will not authorize or sanction in any USAA Event or program any volunteer, employee, coach, trainer or other person who has routine access to minors who refuses to consent to be screened by USAA before being allowed to have such routine access to minors. A person may be disqualified and prohibited from serving as an employee, volunteer, coach, trainer or manager of minors if the person has:

- Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor or adult, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes or controlled substance crimes
- Being adjudged liable for civil penalties or damages involving sexual or physical abuse of minors or adults
- Being subject to any court order involving any sexual abuse or physical abuse of a minor or adult, including but not limited to domestic order or protection
- Had their parental rights terminated
- A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors or adults
- Resigned, or been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse
- Has a history of other behavior that indicates they may be a danger to children in USAA or participating in USAA Events or programs.

CONSENSUAL RELATIONSHIPS

Dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between supervisors, team leaders, coaches, judges or other members of USAA in positions of authority and any person for whom there is a professional responsibility. These dangers can include:

- Athletes, employees or others may feel coerced into an unwanted relationship because they fear that refusal to enter or stay in the relationship will adversely affect their employment, sport opportunity or ability to participate in USAA Events or programs
- Conflicts of interest may arise when supervisors or officials are required to evaluate performance or make personnel decisions with respect to an individual with whom they are having a romantic relationship
- The perception that employees, coaches, judges or athletes who are involved in a romantic relationship with a person having professional, supervisory or promotional responsibility for them might receive an unfair advantage

For these reasons, such relationships are strongly discouraged.

FALSE AND MALICIOUS ACCUSATIONS

Any person who makes a false and malicious complaint of sexual harassment or sexual abuse, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action.

COMPLAINTS, INVESTIGATIONS AND DISCIPLINE

A person wishing to file a complaint may do so by contacting any of the following: any USAA officer or director, any Team Captain or Team Manager. All alleged violations of this policy will be submitted to a hearing panel appointed by the USAA Board of Justice for resolution pursuant to the complaint procedures set forth in Article XV of the USAA By-laws (available on the USAA website). If an alleged violation occurs when a team sponsored by USAA, NAA or the USOC is traveling to or from, or participating at, a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition, such matter shall be resolved pursuant to the expedited procedures set forth in Section 15.10 of Article XV which require that such complaint shall be heard and decided within twenty-four (24) hours of the filing.

The hearing panel will determine whether a violation of this policy has occurred and if so what discipline is warranted. Such discipline may include immediate termination of employment, immediate dismissal from a training camp, USAA Event or program, USAA, NAA or USOC sponsored team, being precluded from participating at USAA, NAA or USOC sanctioned events or other competitions and being sent home at the such person's own expense.

FURTHER INFORMATION

For guidance and questions regarding the USAA Sexual Harassment Policy please contact the Chairman of the USAA Ethics Committee, the Chairman of the USAA Audit Committee or the CEO of USAA.

USAA Conflict of Interest Policy

POLICY STATEMENT

USAA and its members are committed to conducting USAA's business affairs professionally and with integrity. As a result, those who work for or represent USAA in its corporate activities as USAA directors, officers, employees or volunteers (each a USAA Corporate Representative) must do so without person gain and in such a way that the organization's trust and reputation, and the confidence of its members and the public, are enhanced and maintained. **This policy does not apply to USAA members who do not serve as a director, officer or employee of USAA and who do not perform any corporate activities as a USAA volunteer. This policy also does not apply to USAA Corporate Representatives when they are not acting in their capacity as a representative of USAA in its corporate activities.**

REQUIRED CONDUCT

When acting in his or her capacity as a director, officer, employee or volunteer of USAA, each USAA Corporate Representative must act solely for the benefit of USAA and not for personal gain, avoiding all conflicts of interest and apparent conflicts of interest. Actual or apparent conflicts of interest must be immediately disclosed. Any USAA Corporate Representative with an established or potential conflict of interest must abstain from participating in any way in any discussion, negotiation or decision related to or affected by such conflict.

Decisions by USAA Corporate Representatives to have USAA hire or source materials from a vendor, supplier or contractor are to be made on the basis of objective criteria such as quality, price, reliability and service, and never on the basis of personal relationship or friendships or the opportunity for personal gain, financial or otherwise.

Gifts, hospitality and entertainment are neither to be given nor accepted by any USAA Corporate Representative, except those of nominal value exchanged in the normal course of business. Gifts of cash or financial instruments having a value of more than two hundred fifty dollars (\$250) shall never be accepted. Invitations from sports, media, entertainment and other organizations may be accepted by USAA Corporate Representatives if they are part of open and generally accepted practices, serve to promote the best interests of USAA, would not embarrass such USAA Corporate Representative or USAA if publicly disclosed and do not compromise the objectivity and integrity of the USAA Corporate Representative.

All USAA Corporate Representatives must protect and preserve USAA's assets and resources, including but not limited to such things as company time, materials, computers, information, equipment and supplies, and use such assets and resources for USAA-related purposes only and never for personal use without prior supervisory approval.

Definition of Conflict of Interest

A Conflict of Interest is defined as any conduct, outside activity, personal interest or personal relationship of a USAA Corporate Representative which may either interfere with or influence or appear to interfere with or influence, a person's ability to objectively perform their duties as a USAA director, officer or employee, or as a USAA volunteer performing corporate activities.

Examples of Conflicts of Interest

Examples of Conflicts of Interest include but are not limited to the following:

- A USAA Corporate Representative having a financial interest in a USAA vendor, supplier or contractor
- A USAA Officer or employee hiring or supervising a USAA employee that is a family member, relative, friend or business associate
- A USAA Officer or employee hiring a vendor, supplier or contractor owned or managed by a family member, relative, friend or business associate or any business owned by or affiliated with any such person
- A USAA Corporate Representative serving as a board member or officer of any organization with ideals or business interests that conflict with USAA's ideals, mission or business interests or serving in a role that decides whether or how another organization does business with USAA
- A USAA Corporate Representative receiving gifts, discounts, favors, personal or financial opportunity or anything else having a value over two hundred fifty dollars (\$250) from actual or potential vendors, suppliers, contractors or any other USAA Corporate Representative
- Any USAA Corporate Representative's family member, relative, friend or business associate or any business owned by or affiliated with any such person receiving any gift, discount, favor, personal or financial opportunity or anything of value from any USAA actual or potential vendor, supplier, contractor or any other USAA Corporate Representative, except in connection with independent and legitimate business relationships

Examples of Other Prohibited Conduct

Examples of other conduct prohibited by this Policy include but are not limited to the following:

- Excessive personal use by any USAA Corporate Representative of USAA assets or resources without prior supervisory approval
- The use by any USAA Corporate Representative of USAA resources for any personal or financial gain
- A USAA Corporate Representative soliciting gifts from a USAA vendor, supplier or contractor
- A USAA Corporate Representative extending or accepting inappropriate business entertainment
- A USAA Corporate Representative exploiting for personal gain USAA's information or data, including information regarding its Members

DISCLOSURE OF CONFLICTS

Any USAA Corporate Representative who has an actual, apparent or potential conflict of interest shall immediately disclose the conflict verbally to the Chairman of the USAA Board of Directors, or if the Chairman is the one reporting, the Chairman of the Board's Audit Committee, and within twenty four (24) hours of such verbal disclosure such USAA Corporate Representative shall provide a report in writing. The written report shall contain the name of the USAA Corporate Representative, the person or organization with whom there is the conflict, the date and circumstances of when the conflict first became known to such USAA Corporate Representative and a brief description of the conflict.

DECISIONS REGARDING CONFLICTS

All written conflict reports shall be submitted by the USAA Board to the USAA Ethics Committee. The Ethics Committee will review the report and determine whether an actual conflict of interest exists and if so whether the conflict may be waived. The Chair of the Ethics Committee shall render a decision, which shall be binding on USAA and the USAA Corporate Representative and which may contain any further qualifications or recommendations that the Ethics Committee believes appropriate with respect to such conflict. The fact that a conflict of interest exists may not mean that it is sufficiently material to be of practical importance to USAA, or if material, that upon full disclosure of all relevant information, that it is adverse to the interests of USAA or will disqualify the USAA Corporate Representative or any other party from continued involvement with USAA.

FALSE AND MALICIOUS ACCUSATIONS

Any person who makes a false and malicious complaint of a violation of this policy, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action.

COMPLAINTS, INVESTIGATIONS AND DISCIPLINE

A person wishing to file a complaint may do so by contacting any USAA officer or director. All alleged violations of this policy will be submitted to the USAA Ethics Committee. The Ethics Committee will determine whether a violation of this policy has occurred and if so what discipline is warranted. Such discipline may include immediate termination of employment.

FURTHER INFORMATION

For guidance and questions regarding the USAA Conflicts of Interests Policy please contact the Chairman of the USAA Ethics Committee, the Chairman of the USAA Audit Committee or the CEO of USAA.

USAA Drugs and Alcohol Policy

POLICY STATEMENT

USAA is committed to maintaining work, training and sports environments where USAA athletes are able to attain their peak performance and USAA directors, officers, employees and volunteers are able to work both safely and responsibly. USAA believes that the consumption and/or abuse of alcohol and controlled substances is detrimental to a healthy state of mind, body and spirit in athletic competition and at work and is therefore committed to alcohol and drug-free work, training and sports environments.

PROHIBITED CONDUCT AT USAA EVENTS

It is a violation of USAA policy for any USAA director, officer, employee, volunteer or member participating in any event, training camp or competition sanctioned by the National Archery Association (NAA), the US Olympic Committee (USOC) or USAA (a USAA Event) to consume alcohol or any controlled substances, or to have any alcohol or controlled substance in their system, during the hours in which any competitor is actively competing or shooting at any USAA Event.

It is a violation of USAA policy for any such person that has not reached the age of twenty-one (21) to consume alcohol at any time during any USAA Event. Such conduct is prohibited regardless of any local law, statute, ordinance or custom that may permit the consumption of alcohol by persons under the age of twenty-one (21).

It is a violation of USAA policy for any USAA director, officer, employee, volunteer or member to possess, sell or otherwise provide any controlled substance to, or encourage the use of any controlled substance by, any other person during any USAA Event or to sell or otherwise provide alcohol during any USAA Event to any person who has not reached the age of twenty-one (21).

USAA directors, officers, employees, volunteers and members who are twenty-one (21) or older are permitted to consume alcohol at a USAA Event after the hours in which competitors are actively competing or shooting at the USAA Event. However, it is a violation of USAA policy for any such person who chooses to consume alcohol at any USAA Event to display any behavior or engage in any action that causes or may cause danger to themselves or others or damage to any property or which is unsportsmanlike, offensive or inappropriate for a representative of the USAA, the USA or the sport of archery.

PROHIBITED CONDUCT AT WORK

It is a violation of USAA policy for any director, officer or employee of USAA to consume alcohol or any controlled substances while conducting normal USAA work activities. In addition, no such person may report to work or perform any job duties for USAA while under the influence of alcohol or any controlled substance or any prescription drug that impairs their judgment or job performance. No such person may have any illegal controlled substance in

their system or use, possess or sell controlled substances while on USAA work time or property.

Definition of Alcohol

Alcohol shall include all intoxicating beverages.

Definition of Controlled Substances

Controlled substances is defined as all non prescription controlled substances, all illegal drugs, all prescription or prescribed controlled substances when used to an excess in violation of doctors orders, to produce the state of intoxication in the participant or to enhance the performance of the participant, and all substances on the World Anti-Doping Agency's (WADA) recognized list of banned substances (which may be found at www.usantidoping.org). Tobacco is not considered a drug. In the event of a conflict between any federal and state or local law, the most strict law prohibiting the use of controlled substances shall apply Prescription drugs required by any person that is a member of any traveling USAA or USOC team during the course of the team's travel are not included in the definition of controlled substances so long as documentation by a physician and a Therapeutic Use Exemption form, have been filed in advance with USAA.

Examples of Prohibited Alcohol or Controlled Substance Consumption or Abuse

Examples of prohibited alcohol or controlled substance consumption or abuse include but are not limited to the following:

- Suggesting, encouraging, advising or condoning the use of controlled substances to enhance the performance of an athlete
- Sharing of prescription drugs with a teammate or other person that have not been prescribed for such person
- Reporting to work at USAA while taking prescription or over-the-counter drugs when the influence of such drugs would negatively affect such person's ability to perform their job duties safely and effectively or create an unsafe condition for other employees
- Drunk and disorderly behavior that endangers any person or damages any property at a USAA Event

FALSE AND MALICIOUS ACCUSATIONS

Any person who makes a false and malicious complaint of a violation of this policy, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action

COMPLAINTS, INVESTIGATIONS AND DISCIPLINE

A person wishing to file a complaint may do so by contacting any of the following: any USAA officer or director, any Team Captain or Team Manager. All alleged violations of this policy will be submitted to a hearing panel appointed by the USAA Board of Justice for resolution pursuant to the complaint procedures set forth in Article XV of the USAA By-Laws (available on the USAA website). If an alleged violation occurs when a team sponsored

by USAA, NAA or the USOC is traveling to or from, or participating at, a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition, such matter shall be resolved pursuant to the expedited procedures set forth in Section 15.10 of Article XV which require that such complaint shall be heard and decided within twenty-four (24) hours of the filing.

The hearing panel appointed by the Board of Justice will determine whether a violation of this policy has occurred and if so what discipline is warranted. Such discipline may include immediate termination of employment, immediate dismissal from a training camp, USAA Event or program, USAA, NAA or USOC sponsored team, being precluded from participating at USAA, NAA or USOC sanctioned events or other competitions and being sent home at the such person's own expense.

FURTHER INFORMATION

For guidance and questions regarding the USAA Drugs and Alcohol Policy please contact the Chairman of the USAA Ethics Committee the Chairman of the USAA Audit Committee or the CEO of USAA.

USAA Sportsmanlike Conduct Policy

POLICY STATEMENT

USAA and its members are committed to acting in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. USAA and its members are also committed to fair competition and respect for the members of other teams, their coaches and staff as well as all spectators and others who participate at any event, training camp or competition sanctioned by the National Archery Association (NAA) or the US Olympic Committee (USOC) or USAA (a USAA Event).

PROHIBITED CONDUCT

It is a violation of USAA policy for any USAA member to exhibit unsportsmanlike conduct at any USAA Event.

Definition of Unsportsmanlike Conduct

Unsportsmanlike Conduct is defined as any conduct that is inappropriate for an athlete, coach, judge or other official participating in a USAA Event, that evidences a lack of respect for such person's teammates, competitors, officials, spectators or the sport of archery, that intends to detract from the ability of a teammate or competitor to attain peak performance, that is not fitting behavior for a representative of the United States of America and the sport of archery or that is contrary to the generally understood principles of sportsmanship.

Examples of Unsportsmanlike Conduct

Examples of Unsportsmanlike Conduct include but are not limited to the following:

- Openly disputing or arguing with any decision by a judge or other official
- Using obscene or vulgar language that detracts from the ability of a teammate or competitor to attain peak performance, even if it is not directed at a particular person
- Intentionally disrupting or distracting a competitor in the course of competition
- Intentionally inaccurate scoring of any round of shooting
- Taunting of competitors, coaches, officials or others by means of baiting, ridiculing, threatening physical violence or physical violence

FALSE AND MALICIOUS ACCUSATIONS

Any person who makes a false and malicious complaint of unsportsmanlike conduct, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action

COMPLAINTS, INVESTIGATIONS AND DISCIPLINE

A person wishing to file a complaint may do so by contacting any of the following: any USAA officer or director, any Team Captain or Team Manager. All alleged violations of this policy will be submitted to a hearing panel appointed by the USAA Board of Justice for

resolution pursuant to the complaint procedures set forth in Article XV of the USAA By-laws (available on the USAA website). If an alleged violation occurs when a team sponsored by USAA, NAA or the USOC is traveling to or from, or participating in, a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition, such matter shall be resolved pursuant to the expedited procedures set forth in Section 15.10 of Article XV which require that such complaint shall be heard and decided within twenty-four (24) hours of the filing.

The hearing panel appointed by Board of Justice will determine whether a violation of this policy has occurred and if so what discipline is warranted. Such discipline may include immediate termination of employment, immediate dismissal from a training camp, USAA Event or program, USAA, NAA or USOC sponsored team, being precluded from participating at USAA, NAA or USOC sanctioned events or other competitions and being sent home at the such person's own expense.

FURTHER INFORMATION

For guidance and questions regarding the USAA Sportsmanlike Conduct Policy please contact the Chairman of the USAA Ethics Committee the Chairman of the USAA Audit Committee or the CEO of USAA.