



## CODE OF CONDUCT

Policy Owner: COO, USA Badminton  
Effective Date: 02/22/2023

### Introduction

The Code of Conduct (the "Code") provides a foundation for ethical behavior in support of USA Badminton. The Code cannot alone further ethical conduct in our sport; that can only come from the personal commitment of the representatives of USA Badminton ("USAB"). USAB implores all participants to safeguard the sport we love by always acting ethically, and consistently demonstrating the values of USAB.

As the National Governing Body for the Olympic and Paralympic sports of Badminton in the United States, and because we operate in the public spotlight, we are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires our behavior to confirm to the highest of principals and standards, serving as guardians of the Olympic and Paralympic values, spirit, and ideals.

### Section 1. Application

This Code applies to the following individuals ("Protected Individuals"):

- a) Athletes
- b) Members
- c) Employees
- d) Board of Directors
- e) Officers
- f) Committee Members
- g) Hearing Panel Members
- h) Advisory Group Members (i.e. technical, junior)
- i) Contractors (*as designated as subject to this Policy by USAB*)

### Section 2. Responsibilities and Obligations

Protected Individuals are responsible for ensuring their actions and behaviors represent and support the mission and values of the organization. A failure to do so will constitute a violation of this Code.

Protected Individuals shall comply with the following:

- a) USAB Bylaws, Policies and Procedures;
- b) USOPC Bylaws, Policies and Procedures;
- c) Olympic Movement Code on the Prevention of the Manipulation of Competitions;
- d) IPC and BWF Code of Ethics (as applicable);



- e) U.S. Center for SafeSport (“the Center”) Policies and Procedures, including, but not limited to, the Center’s SafeSport Code for the Olympic and Paralympic Movement;
- f) World Anti-Doping Agency (“WADA”) Policies and Procedures;
- g) United States Anti-Doping Agency (“USADA”) Policies and Procedures; and
- h) Federal, State and Local Laws.

Protected Individuals must:

- Never assist a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that the member or former member, (a) is in a suspended and/or ineligible status per the U.S. Center for SafeSport’s disciplinary database, (b) violated the policies or procedures of the U.S. Center for SafeSport related to sexual misconduct, and/or (c) was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.

In addition:

- Athletes must conduct themselves in accordance with the [Athlete Code of Conduct](#).
- Coaches must conduct themselves in accordance with the [Coaches Code of Ethics & Conduct](#).
- Team Officials must conduct themselves in accordance with the [Conduct for Team Officials](#).

### Section 3. Reporting

The USAB community has the right and responsibility to report alleged violations of this Code and USAB encourages the reporting of such allegations.

- a) **Process to Report.** Suspected violations shall be considered an Administrative Grievance and reported via the Notice of Grievance Form to both the Ethics/Judicial Committee Chair ([ethicschair@usabadminton.org](mailto:ethicschair@usabadminton.org)) and the USAB COO ([coo@usabadminton.org](mailto:coo@usabadminton.org)) consistent with the [USAB Grievance Procedures](#). Should the allegation be against the Ethics/Judicial Chair or the USAB COO, the Notice of Grievance Form should be submitted directly to the USAB Board Chair ([chair@usabadminton.org](mailto:chair@usabadminton.org)).

*Please remember as a reporter, Protected Individuals do not need to (and should not) investigate the matter of concern or determine fault. The Protected Individual does their part by making the concern known so the right people can act.*

- b) **Applicable Policy Exception.** The Ethics/Judicial Committee Chair and the COO may redirect a report if, based on the matter reported, it is more appropriate to be addressed under a more applicable policy.

### Section 4. Retaliation

USAB has zero tolerance for Retaliation against a Whistleblower or any Protected Individual who makes good faith reports or cooperates with investigations of alleged violations of this Code. The USAB community has the right to report alleged violations of this Code and USAB



encourages the reporting of such allegations. Retaliation is defined pursuant to the [USAB Whistleblower and Anti-Retaliation Policy](#).

## Section 5. Investigation, Resolution, and Enforcement

- a) **Investigate, Resolve and Enforce.** USAB takes its obligation to investigate, resolve and enforce potential violations of this Code seriously. Alleged violations reported to USAB will be resolved pursuant to the [USAB Grievance Procedures](#).
- b) **Hearing.** USAB provides for an opportunity for a hearing pursuant to the [USAB Grievance Procedures](#).
- c) **Disinterested Parties.** Investigation, resolution, and enforcement will be executed by individuals who are unbiased, impartial, and free from conflicts of interests pursuant to the [USAB Grievance Procedures](#).

## Section 6. Point of Contact

Individuals in need of further information, guidance and/or enforcement in relation to the Code may contact the following:

Ethics/Judicial Committee Chair  
COO

Email: [ethicschair@usabadminton.org](mailto:ethicschair@usabadminton.org)  
Email: [coo@usabadminton.org](mailto:coo@usabadminton.org)

In addition, the USOPC Ethics & Compliance team can serve as a secondary resource for questions and/or concerns regarding this Code. The USOPC Ethics & Compliance team may be contacted at:

Integrity Hotline: 877.404.9935  
USOPC Integrity Portal: <https://usopc.ethicspoint.com>

## For Athletes with Questions Regarding this Policy:

The Athlete Ombuds provides cost-free, independent, and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombuds can also help athletes connect with legal counsel or mental health resources, if needed. Athletes may contact the Athlete Ombuds at:

PHONE: (719) 866-5000  
EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)  
WEBSITE: [www.usathlete.org](http://www.usathlete.org)