

USA Ultimate Code of Conduct

Preamble:

This Code of Conduct serves as USA Ultimate's Conduct Policy and sets forth the standards and expectations of conduct for all USA Ultimate members and prospective members, as well as participants in USA Ultimate events and programs. All USA Ultimate participants must be aware of these expectations and agree to abide by them. USA Ultimate is committed to creating an environment that is inclusive, diverse and equitable. Inclusivity, diversity and equity are core values to USA Ultimate and central to its mission and the drafting of this Code of Conduct.

I. Jurisdiction

Any member or prospective member, including, without limitation, former members, of USA Ultimate, is subject to this Code of Conduct and any other policy of USA Ultimate setting forth rules and expectations of conduct including, without limitation, the Event Disciplinary Authority Guidelines, Judicial Process Guidelines, Athlete Safety and Protection Policy, Coaching Ethics Code, and Official Rules of Ultimate (the "Related Policies").

II. Expected Conduct

Anyone subject to this Code of Conduct will:

- A. Foster an inclusive environment for all members of the community, no matter race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability.
 1. Will not engage in or condone any form of discrimination or harassment.
 2. Will not threaten, bully, or express themselves in a way that infringes on the freedom of others.
- B. Treat others with respect on the field of play, conduct themselves in a safe manner, and abide by the [Official Rules of Ultimate](#), including the tenets of [Spirit of the Game](#).
- C. Actively work to maintain the health and safety of other members of the community.
 1. Will not engage in any emotional, physical or sexual abuse; assault; harassment or other safety-related acts negatively impacting members of the community or which lead to the reasonable belief that the perpetrator may be a danger to the community.
 2. Will comply with all aspects of the USA Ultimate Athlete Protection Policy.
- D. Be truthful and respectful in their dealings with USA Ultimate, its staff, board, volunteers or other agents tasked with running USA Ultimate sanctioned events, including, but not

limited to, adhering to policies and procedures set forth by USA Ultimate or event organizers, including, but not limited to, guidelines and the Related Policies.

- E. Abide by the laws, regulations and statutes of the jurisdiction in which events and activities are held, including adhering to facility rules and acting as responsible representatives of the sport within the larger community.

III. Enforcement

1. USA Ultimate, its staff, its board of directors, its designated volunteers or other agents may enforce the terms of this code of conduct. Failures to abide by this Code of Conduct or abetting/encouraging another person to do the same can subject any member or prospective member of USA Ultimate to sanctions by USA Ultimate, subject to the provisions of the Judicial Process. Sanctions may include, but are not limited to, formal warnings, suspensions from certain activities, suspensions of membership for a definite or indefinite period of time.
2. Conduct in competition is enforced through player-officials, spirit captains, observers, event competition officials and structures designed to monitor and uphold Spirit of the Game. Conduct issues at events will be subject to initial evaluation and enforcement through the Event Disciplinary Authority Policy. On-field conduct, including rules violations, is primarily subject to player and/or spirit captain enforcement, and when observers are present, is subject to further oversight, as described in the [Official Rules of Ultimate](#).
3. Issues related specifically to [Spirit of the Game](#), at the individual or team level, may be identified through feedback tools including, but not limited to, event surveys, direct feedback, and the Spirit Scoring and comment system and will be addressed by team spirit captains, event spirit directors, and/or the Spirit of the Game Working Group.

IV. Examples

The following examples illustrate actions that violate the referenced paragraph of the Expected Conduct section of this policy. This list of examples is not exhaustive, and is provided as a reference to help illustrate violations of the Code of Conduct.

II.A: Examples of violations of this provision include, but are not limited to: the use of racist, homophobic, transphobic, ableist, or sexist slurs on the field of play or the exclusion of any person from participation with a team or at an event based on their race, gender identity, ability status or sexual orientation.

II.B: Examples of violations of this provision include, but are not limited to: physical misconduct on the field of play such as extreme or intentional physical contact, such as punching or striking an opponent.

II.C: Examples of violations of this provision include, but are not limited to: sexual misconduct, on or off the field of play.

II.C: Examples of violations of this provision include, but are not limited to: inappropriate relationships between a coach and the athletes that they supervise, regardless of whether or not such athlete is a minor.

II.D: Examples of violations of this provision include, but are not limited to: lying to USA Ultimate staff or volunteers to gain a competitive advantage or failing to meet administrative deadlines.

II.E: Examples of violations of this provision include, but are not limited to: continued taunting of an opponent after an attempt by the opposing team to curb this behavior.