



USA Climbing Coordinator Code of Conduct & Agreement

Volunteer Regional, Divisional, and National Coordinators play a critical role for USA Climbing. Coordinators are recognized as high-profile, public-facing representatives of the organization in which the values, goals, and mission of USA Climbing are exemplified via interactions with facilities, competitors, membership, routesetters, and coaches. The position of Coordinator is one of service leadership. Thus, how Coordinators behave is a direct reflection on USA Climbing and has the power to influence relationships. The following code of conduct has been developed to clarify the standard for Coordinators to maintain a level of behavior that is in line with the values and goals of USA Climbing.

Volunteer Coordinator Obligations while representing USA Climbing

Regional, Divisional, and National Coordinators shall:

1. Per the [USA Climbing Waiver](#) and [USAC Volunteer Waiver](#), Coordinators agree to be familiar with and to abide by the [Bylaws](#), [USA Climbing Rules and Policies](#), regulations, and standards established by USA Climbing, including for the Event, established for the benefit and safety of all participants. *All Coordinators are required to attest to USA Climbing's Waivers in order to be certified.*
2. Agree and adhere to USA Climbing's SafeSport policies and procedures, per [USA Climbing's SafeSport Policy](#) and the [Minor Athlete Abuse Prevention Policy](#). These policies may be amended from time to time in order to protect athletes from emotional, physical, and sexual abuse. **SafeSport recognizes Coordinators as "Adult Participants"**. *All Coordinators are required to complete USA Climbing's annual SafeSport training in order to be certified.*
 - a. Per [SafeSport Policy](#), "All climbing participants must promote a safe, misconduct-free environment for other participants. However, Adult Participants have additional responsibilities in accordance with the law and with the requirements of the U.S. Center for SafeSport for SafeSport. Adult Participants must: know the information, policies and procedures outlined in:
 - i. the U.S. Center for SafeSport's SafeSport Code for the U.S. Olympic and Paralympic Movement ('Code' or 'SafeSport Code') and its related policies available at <https://uscenterforsafesport.org/>;
 - b. Per [SafeSport Policy](#), "Do not facilitate an athlete's use of alcohol, tobacco, or controlled substances;"
3. Per [USA Climbing's Background Check Policy](#), all Covered Individuals, which includes Coordinators, authorize a criminal background check within the time frames for background checks described in the USA Climbing Safe Sport Policy. **Coordinators are recognized as "Covered Individuals"**. *All Coordinators are required to complete a background check in order to be certified.*
 - a. Per the AFFIRMATIVE DUTY TO DISCLOSE section of the Background Check Policy, "Each Covered Individual has the affirmative duty to disclose any of the disqualifying or potentially disqualifying factors cited in this Policy, including without limitation negotiated disposition or resolution of a criminal proceeding other than an adjudication of not guilty." Promptly disclose in writing to USA Climbing any of the DISQUALIFYING FACTORS cited

in the policy.

- b. Coordinators shall respond promptly to requests from USA Climbing's background check vendor for additional information and pass that screening prior to performing any duties.

4. Per [USA Climbing Code of Ethics/Conflicts of Interest Policy](#), *all Coordinators are required to attest to USA Climbing's Code of Ethics/Conflicts of Interest in order to be certified.*

Coordinators are recognized as "Members" per section 5 of the Bylaws. Coordinators shall:

- a. Conduct all dealings with honesty and fairness
- b. Respect the rights of all other Covered Individuals to fair treatment and equal opportunity, free from discrimination and harassment based upon race, sex, creed, sexual orientation, age, national origin, mental or physical disability, or any other basis proscribed by law
- c. Know, understand, and comply with the applicable Bylaws, Rules, and codes of conduct governing the conduct of USA Climbing's business, both domestic and foreign
- d. Handle all transactions honestly and record them accurately
- e. Protect information that belongs to USA Climbing, including that of its donors, sponsors, suppliers, and fellow Covered Individuals
- f. Avoid conflicts of interest, both real and perceived
- g. Never use USA Climbing assets or information for personal gain
- h. Recognize that even the appearance of misconduct and impropriety can be very damaging to the reputation of USA Climbing and act accordingly

5. Per [USA Climbing Code of Conduct](#), **Coordinators are recognized as "Members" per section 5 of the Bylaws.** Coordinators shall:

- a. Adhere to rules, policies, and procedures of USA Climbing and the U.S. Olympic & Paralympic Committee (USOPC), U.S. Center for SafeSport policies and procedures, the USA Climbing Rulebook, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and state or county laws as applicable
- b. Treat everyone fairly within the context of their activity regardless of gender, age, ethnicity, nationality, race, sexual orientation, gender expression or identity, religion, economic status, disability, or team affiliation
- c. Protect information belonging to USA Climbing, members, contractors, and staff
- d. Refrain from using USA Climbing information or assets for personal gain
- e. Adhere to appropriate safety protocols relevant to climbing

6. Consistently display high personal standards, project a favorable image of the sport, conduct themselves professionally as a representative of USA Climbing. For example, Coordinators shall:

- a. Conduct themselves professionally and respectfully in all interactions (written/verbal), including but not limited to, host facility personnel, judges, belayers, officials, parents, coaches, athletes, volunteers, USA Climbing staff, and associates
- b. Work cooperatively and constructively with each other and USAC Administration
- c. Refrain from the use of unprofessional, profane, insulting, harassing, or otherwise offensive language or behavior in the conduct of their duties
- d. Maintain a positive and constructive relationship with the climbing community
- e. Model appropriate behavior and exercise discretion when using social media
- f. Coordinators shall not abuse privileges or benefits associated with the position

7. Execute the responsibilities of your respective Coordinator position as documented in the

following position descriptions:

- i. [USAC Regional Coordinator Position Description](#)
- ii. [USAC Divisional Coordinator Position Description](#)
- iii. [USAC National Coordinator Position Description](#)

8. Avoid conflicts of interest. Coordinators shall endeavor to create environments in the interest of fairness for all competitors and should always act to uphold the integrity of competition. For example, in the conduct of their duties at and for USA Climbing events, Coordinators shall:
 - a. Respect, demonstrate, and promote impartiality
 - b. Not share information regarding events (if such information is intended to be confidential based on the rules of the competition), with any competitor, coach, or other third party that may put at risk the integrity of the competition
 - c. Avoid communication and behavior that may be perceived as showing bias when preparing for and organizing competitions where the coordinator or an individual of close personal or professional relation to the coordinator (such as spouse, significant other, sibling, child, parent, other close relative, or athlete) may be competing
 - d. Not allow other business interests (ex. climbing business ownership / employment, climbing company representation, or athlete sponsorship) to interfere with objective and impartial execution of duties
9. The [USA Climbing Grievance Policy](#), as administered by the USA Climbing Judicial Committee, sets forth several kinds of complaints that may be filed with USA Climbing. A USA Climbing member may submit a grievance by way of the Grievance Policy as outlined in Article 15 of the Bylaws.

Coordinator Attestation

I have read and understand the above statements and agree to adhere to the USA Climbing Coordinators Code of Conduct. I understand that if a coordinator is found in violation of this Code of Conduct or not adhering to the requirements of the role, it may be grounds for dismissal. USA Climbing reserves the right to suspend or cancel any Coordinator membership at their discretion.