



USA Climbing Volunteer Code of Conduct

Overview

This Volunteer Code of Conduct applies to all individuals serving in a volunteer capacity for USA Climbing or representing themselves as volunteers associated with USA Climbing (“Volunteers”). Volunteers remain “Covered Individuals” under the USA Climbing Code of Conduct and are subject to all applicable USA Climbing policies, including the USA Climbing Code of Conduct.

General Volunteer Standards

Volunteers are expected to represent USA Climbing in a positive manner, acting in good judgement and character as organizational representatives. The following standards apply to all volunteers:

1. Safety and Safeguarding

- Volunteers share responsibility for maintaining a safe and respectful environment at all USA Climbing activities.
- Volunteers must follow established safety protocols and event procedures and use sound judgment to help prevent injury or harm. They are expected to take appropriate action if they observe unsafe conditions, misconduct, or behavior that could compromise the well-being of athletes, other volunteers, event staff, or spectators.
- Volunteers serving in roles designated as “Adult Participants” must comply with all SafeSport requirements, including training and reporting obligations, as required by USA Climbing policy. They must uphold all SafeSport policies, including prohibitions on abuse, harassment, bullying, grooming, and retaliation. They must maintain appropriate boundaries with athletes, especially minors.
- Volunteers must refrain from using alcohol, tobacco, cannabis, or controlled substances while performing their volunteer duties.

2. Fairness and Impartiality

- Volunteers shall treat everyone fairly and foster an environment that is welcoming, equitable, and supportive for all participants. They are expected to uphold USA Climbing’s commitment to non-discrimination, regardless of gender, age, ethnicity,

nationality, race, sexual orientation, gender expression or identity, religion, economic status, disability, or team affiliation.

- Volunteers are expected to protect the integrity of competition by avoiding any action that could be perceived as biased or unethical.
- Volunteers may not engage in demonstration for or against any cause or organization while performing their volunteer responsibilities for USA Climbing, other than as part of an official USA Climbing advocacy initiative. “Demonstration” means organized, overt, or purposeful conduct, attire or accessories intended to promote, oppose, or call attention to a cause or organization.

3. Professional Conduct

- Volunteers shall conduct themselves professionally and respectfully in all interactions (written and verbal), including but not limited to interactions with host facility personnel, routesetters, judges, belayers, officials, parents, coaches, athletes, volunteers, and USA Climbing staff.
- Volunteers shall be punctual and professional in the fulfillment of all volunteer obligations. They should dress appropriately for their assignment and wear the designated shirt or uniform, if one is provided.
- Volunteers shall refrain from using unprofessional, profane, insulting, harassing, or otherwise offensive language or behavior in the conduct of their duties.
- Volunteers shall work cooperatively and constructively with each other, facility staff and contractors, and USA Climbing officials.
- Volunteers shall model appropriate behavior and exercise discretion when using social media in connection with USA Climbing activities.

4. Confidentiality and Proper Use of Resources

- Volunteers shall protect information belonging to USA Climbing, athletes, members, contractors, staff, and other volunteers. They are expected to respect the privacy of athletes, families, staff, and fellow volunteers.
- Volunteers shall refrain from using USA Climbing information or other assets for personal gain.

5. Reporting Violations

To report a suspected violation of this Volunteer Code of Conduct, any person should notify the Event Organizer or the event’s Jury President. Volunteers have a duty to report any conduct they reasonably believe violates this Code or applicable USA Climbing policies. No one will be subject to disciplinary or retaliatory action for filing a report of a suspected violation in good faith. Any person may also file a grievance in accordance with USA Climbing’s Grievance Policy, which is available on the USA Climbing website. Violation of this Code may result in disciplinary action.