

USA Triathlon  
Certified Race Director Code of Ethics

Introduction:

As the National Governing Body (NGB) of the sports of triathlon, duathlon, aquathlon, aquabike, and related event disciplines 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 responsibility that has been placed in us. This requires our behavior to conform to the highest ethical principles. For these reasons, USA Triathlon ("USAT") requires its volunteers, staff and certified race directors to conduct business with integrity, to maintain a standard of ethical conduct consistent with the regulations of all countries and jurisdictions in which USAT conducts business and to be guided by the knowledge that we are guardians of the Olympic values, spirit, and ideals affecting multisport. Furthermore, because the appearance of impropriety can be just as damaging as actual impropriety, conduct, when reported to be improper will not be tolerated. Accordingly, volunteers, staff, certified race directors and member organizations are required to comply with the following USAT Code of Ethics when representing or participating in USAT activities or events.

1. Conduct yourself with honesty, dignity and fairness.
2. Respect the rights of all employees, volunteers, and members of USAT to fair treatment and equal opportunity, free from slander, discrimination or harassment of any type.
3. Know, understand and comply with the laws, regulations, and codes of conduct established by USA Triathlon.
4. In your role as Certified Race Director, ensure that all transactions are handled honestly and recorded accurately.
5. Protect information that belongs to USAT, our donors, sponsors, suppliers and key volunteers and staff.
6. Avoid conflicts of interest, both real and perceived.
7. Never use USAT assets or information for personal gain.
8. Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USAT.

All employees, officers and directors of USAT, members of USAT commissions and committees, and certified race directors, consultant, agent or representative of USAT, shall be required to sign a statement every two years upon recertification affirming to abide by and support the USAT Certified Race Director Code of Ethics as listed in items 1 thru 8. Violation of any of this code will be subject to disciplinary action as provided within the USAT Bylaws (USA Triathlon Bylaws, Article XVIII, Conflict of Interest, Section 3).

Enforcement:

Any person or member organization that violates or condones the violation of the Code of Ethics is subject to disciplinary measures as required by the USAT Bylaws, which may include termination of membership, employment, and expulsion from the board, committees, or commissions. The Ethics Oversight Committee shall review all violations of the Code of Ethics and, if appropriate, recommend sanctions to the Executive Committee (as to officers, directors and volunteers) or the Chief Operating Officer (as to staff).

This code serves as a framework for ethical conduct but does not cover every situation. If you are unclear about the requirements of this code, please consult the Chief Operating Officer at USAT as follows: 5825 Delmonico Drive, Ste. 200, Colorado Springs, CO 80919. Telephone: 719-597-9090. Fax: 719-597-2121.

Ethics Code Agreement:

I have read and understand the USA Triathlon Certified Race Director Code of Ethics. I agree to abide by the Code, and understand that violations may result in full or partial forfeitures of my race directing privileges at events under USA Triathlon jurisdiction.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_