



MULTI-SPORT
ORGANIZATION

USA DANCE, INC.

Code of Ethics



The intent of this Code is to establish a set of principles and practices applicable to all members of USA Dance including the USA Dance Board of Directors, other national committee members, DanceSport athletes and adjudicators as well as those who serve on boards and committees of USA Dance Chapters that will set parameters and provide guidance for appropriate conduct and decision-making.

The values and principles written in this Code reflect the common ethical basis of any person involved in DanceSport. In this regard, USA Dance restates its commitment to the Olympic Charter and in particular its fundamental principles. USA Dance affirms its loyalty to the Olympic ideal inspired by Pierre de Coubertin.

Members of the Board of Directors of USA Dance, other national officials, DanceSport athletes and adjudicators as well as those who serve on boards and committees of USA Dance Chapters are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities for USA Dance. Volunteers serving in these capacities pledge to accept this code as a minimum guideline for ethical conduct.

JANUARY 15, 2018
USA DANCE

USA DANCE Code of Ethics *Version 1.5*

CONTENTS

CONTENTS..... 2

PREAMBLE 3

1. APPLICATION 4

2. FUNDAMENTAL ETHICAL PRINCIPLES 5

 2.1. Dignity..... 5

 2.2. Equality 5

 2.3. Clean sport 5

 2.4. Respectfulness 6

 2.5. Idealism..... 6

 2.6. Athletes' Welfare..... 6

 2.7. Sportsmanship..... 6

3. OFFICIALS' & OFFICERS-INTEGRITY 7

4. CONFLICTS OF INTEREST 9

5. GOOD GOVERNANCE AND USE OF RESOURCES 10

6. RELATIONS WITH NATION AND STATES 12

7. SUSTAINABILITY 12

8. CONFIDENTIALITY 12

9. BREACHES OF THIS CODE 13

10. THE ETHICS COMMITTEE 13

11. IMPLEMENTATION AND ENFORCEMENT 14

12. EFFECTIVE DATE AND TRANSITIONAL PROVISIONS 15

USA DANCE *Code of Ethics*

PREAMBLE

USA Dance, Inc. (aka USA Dance) aims to preserve the image of dancing as a social, athletic, dynamic, healthy and aesthetic sport. USA Dance is the National Governing Body for DanceSport in the United States and with chapters throughout the country is also the representative organization for all social and DanceSport dancers in America, ranging from preschoolers to seniors.

For DanceSport, USA Dance is the official member organization of the United States Olympic and Paralympic Committee (USOPC) and the U.S. member of the world governing organization, the World DanceSport Federation (WDSF), which is the official global member organization of the International Olympic Committee (IOC). Along with the WDSF, USA Dance has the sustaining mission to gain national and global acceptance for DanceSport as an official medal sport in the Olympic Games. USA Dance bears the responsibility to safeguard the integrity and authenticity of DanceSport including its administration and will take all possible measures to eliminate corrupt, immoral or unethical activities, methods or practices which might put the reputation of DanceSport in jeopardy.

USA Dance, as the official member organization of the United States Olympic Committee, adopts this *Code of Ethics* based on the principles and rules of the IOC Code of Ethics. USA Dance's Chapters shall adopt and maintain a code of ethics based on the principles and rules in this Code or adopt this Code of Ethics in a written declaration of purpose and intent.

Consequently, USA Dance and all persons related to USA Dance shall undertake to comply with and ensure respect of this Code at all times. The conduct of persons bound by this Code is required to reflect the fact that they support the principles and objectives embodied therein.

1. APPLICATION

- 1.1. Article 2 of this Code and the implementing provisions which are found after Article 8 of this Code, apply to all persons or legal entities that are or were connected in any way with USA Dance, including but not limited to
 - 1.1.1. USA Dance Chapters as defined in Article XII of the USA Dance Bylaws;
 - 1.1.2. USA Dance Members,
 - 1.1.3. USA Dance Officers including but not limited to
 - elected representatives of USA Dance;
 - persons appointed to any position in USA Dance (including members of USA Dance Councils and Committees);
 - USA Dance staff,
 - consultants, agents and advisors who act for or on behalf of USA Dance;
 - other persons who act or acted, or are or were entitled to act for or on behalf of USA Dance;
 - 1.1.4. DanceSport and Professional athletes;
 - 1.1.5. USA Dance Officials;
 - 1.1.5.1. Adjudicators;
 - 1.1.5.2. Chairpersons;
 - 1.1.5.3. Invigilators;
 - 1.1.5.4. Scrutineers;
 - 1.1.6. Any other persons or legal entities who expressly agree or agreed to comply with the requirements of this Code;
 - 1.1.7. Members of USA Dance through their membership; unless otherwise specified.
- 1.2. Articles 3 to 8 of this Code and the implementing provisions which are found after Article 8, apply to USA Dance Members as defined in Article 1.1. These Articles also apply to USA Dance Chapters, USA Dance license holders or other people or legal entities that expressly agree or agreed to abide by this Code, where it is specially indicated.
- 1.3. The jurisdiction of this Code is a continuing jurisdiction for the purposes of enforcing any sanction for an act or omission which occurred before the status or

participation of an offender ceased.

- 1.4. Words used in this Code shall have the same meaning as set out in the USA Dance Bylaws and USA Dance's other governing documents, unless otherwise specified.
- 1.5. Everyone who is subject to this Code is responsible to be familiar with the terms of this Code and particularly with the definitions of conduct or omissions which may constitute a violation of this Code, and shall comply with it fully.
- 1.6. The provisions of this Code shall be governed by and interpreted in accordance with US law.

2. FUNDAMENTAL ETHICAL PRINCIPLES

2.1. Dignity

Safeguarding the dignity of the individual is a fundamental requirement of Dance.

2.2. Equality

- 2.2.1. No one may discriminate between the participants in DanceSport competitions on the basis of socio-economic, race, gender, gender identity, ethnic or geographic origin, religion, philosophical or political opinion, marital status or other unfair or irrelevant grounds.
- 2.2.2. In DanceSport, men and women compete against each other at the same time, on the same playing surface, producing outright gender parity in our sport and making equality between male and female athletes a reality. Nevertheless, equality between men and women may be threatened by many factors. Consequently, unequal treatment of men and women is strictly prohibited.
- 2.2.3. USA Dance supports and practices the principle and goal of increasing equal opportunities for its athletes, provided always that no direct claims can be founded on these principles.

2.3. Clean sport

All doping practices are strictly prohibited at all levels. The provisions against doping in the World Anti-Doping Code and the USA Dance Anti-Doping Code shall be completely observed.

2.4. Respectfulness

Physical, mental, emotional, professional, sexual, and all other forms of harassment or injury of or by any person in DanceSport, are prohibited.

2.5. Idealism

2.5.1. All forms of participation in, or support for, betting or wagering related to DanceSport, and all forms of promotion of betting related to DanceSport are prohibited. Inside information shall not be used or disclosed for the purpose of betting or wagering. No one who is subject to this Code may have stakes, either actively or passively, in any entity or organization that promotes, brokers, arranges or conducts betting or wagering about or related to DanceSport and may not profit in any related, direct or indirect ways from such activities or transactions. Similarly, any person who is subject to his Code who assists any third person to participate in the same kind of activity, shall be deemed to be participating in it for his or her own direct gain and shall be subject to the same sanctions as if s/he were participating directly in such activity.

2.5.2. No one who is subject to this Code may directly or indirectly attempt to influence the course or result of a competition, or any part thereof, except within the limits of the function given to him or her by USA Dance's governing documents.

2.6. Athletes' Welfare

2.6.1. USA Dance, USA Dance Chapters and all persons affiliated with USA Dance shall promote and advocate for the health, safety, well-being and medical care of athletes.

2.6.2. All persons subject to this Code shall give special attention to childrens' and juveniles' health and security and neither participate in nor facilitate the exploitation of young or otherwise vulnerable athletes. In defining and applying governing documents, Officials shall strive to prevent the exploitation of athletes in general and protect them from unscrupulous recruiters and agents.

2.7. Sportsmanship

2.7.1. All persons governed by this Code shall act in good faith towards each other, show courtesy, mutual trust and understanding in all their dealings and behave in a manner that they reasonably believe to be in the best interests of USA Dance and DanceSport.

2.7.2. Candidates for any sort of elections or appointments, including their promoters and persons representing legal entities wishing to organize competitions or other events, shall respect the procedures set out in USA Dance's governing documents and shall conduct campaigning with honesty, dignity, moderation and respect for their opponents and for the voters. They shall refrain from approaching other persons with a view to affecting their freedom of decision or to obtain any undue financial or political support. Persons listed in this sub-paragraph shall not enter into any promise or undertaking to be performed for the direct or indirect benefit of another person or legal entity. They shall not produce any spoken word, written text or representation of any nature likely to harm the image of other candidates or causing prejudice to them.

3. OFFICIALS' & OFFICERS- INTEGRITY

- 3.1. USA Dance Officials and Officers, persons holding USA Dance licenses and any other persons or legal entities who expressly agree to abide by this Code shall act with the utmost integrity, honesty, impartiality and responsibility and use due care and diligence in fulfilling their mission. They must maintain a professional level of courtesy, respect, and objectivity in all USA Dance activities. They must also strive to uphold those practices and assist other USA Dance members of the board in upholding the highest standards of conduct. They are expected to be aware of the trust that has been placed in them, as well as of the importance of their function and concomitant responsibilities. They must not act in a manner likely to tarnish the reputation of the USA Dance, WDSF, of DanceSport or the Olympic Movement. They must exercise the powers invested for the good of all members of the organization rather than for his or her personal benefit, or that of the legal entity they represent.
- 3.2. Assessing the quality of Dancers' performance requires judgements by human beings. However, USA Dance Officials and Officers, USA Dance adjudicators, chairpersons and invigilators, as well as any other person or legal entity who expressly agrees to comply with this Code must at all times use their judgement objectively, must distance themselves from any sort of arbitrariness and must not, by any manner whatsoever, try to influence the results of a competition by subjective or unfounded acts.
- 3.3. USA Dance Officials and Officers shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the administration of their function within

USA Dance, except for salaries or fees approved by USA Dance, and business expenses being reimbursed based on USA Dance's budget.

- 3.4. USA Dance Officials and Officers, including candidates for such functions, shall not solicit or accept benefits, entertainment or gifts (or the expectation of a benefit, entertainment or gifts, irrespective of whether such benefit is in fact given or received) in exchange for, or as a condition of, the exercise of their duties, an election or appointment to office, an employment or promise of employment, or as an inducement for performing an act associated with their responsibilities. In all circumstances, the giving or accepting of cash by USA Dance Officials, except for salaries or fees approved by USA Dance, and business expenses being reimbursed based on USA Dance's budget, is strictly prohibited. Gifts, hospitality or other benefits associated with their official tasks may be given or accepted as an expression of courtesy or a token of friendship if they are of nominal value, do not bring suspicion on the Official's integrity and impartiality and do not compromise the integrity of USA Dance. Any other gift must be passed on to the organization of which the beneficiary is a member.
- 3.5. The hospitality shown to the members and staff of USA Dance, as well as to the persons accompanying them, shall not exceed the standards prevailing in the United States or the host country where provided. USA Dance Officials and Officers might be invited to attend sports or social events due to their USA Dance status. Such invitations may be accepted even if they are of more than nominal value, if they do not compromise the objectivity and integrity of the Official and Officer, are disclosed forthwith to the Board of Directors, mainly serve to promote the best interests of USA Dance and would not put USA Dance into disrepute if publicly disclosed.
- 3.6. USA Dance Officials and Officers, USA Dance license holders, any other person or legal entity who expressly agree to comply with this Code, as well as the representatives or agents of all these persons, must not be involved with persons, firms, companies, associations or other legal entities whose activities or reputation is inconsistent with the principles set out in the Olympic Charter and this Code. If it is unclear, whether this kind of inconsistency exists in any given situation, the matter may be submitted to the Ethics Committee for a recommendation.
- 3.7. USA Dance Officials and Officers shall neither give nor accept instructions to vote or intervene in a specific way within the organs of the USA Dance. USA Dance Officials and Officers may not apply undue pressure on representatives of USA Dance

Chapters or try to influence the decisions in those Chapters in any improper or concealed way.

4. CONFLICTS OF INTEREST

- 4.1. USA Dance Officials and Officers shall act for the benefit of USA Dance and DanceSport when making decisions that affect, or may affect, USA Dance. USA Dance Officials and Officers shall act without reference to vested interests, either financial or otherwise (collectively referred to as “conflicts of interest” herein and further specified below).
- 4.2. USA Dance Officials and Officers, adjudicators, chairpersons and invigilators, as well as any other person or legal entity who expressly agrees to abide by this Code, shall disclose all possible real or apparent conflicts of interest before being elected, appointed or legally linked to USA Dance, or immediately after the conflict arises and shall deliver all such information to the body or person that elected or appointed or will elect or appoint the relevant candidate or other relevant person or to the contractual partner. If it is unclear, whether personal involvements may adversely affect the interests of USA Dance any such person should always err on the side of caution and ethics, but in any case, the question may be submitted to the Ethics Committee for a recommendation.
- 4.3. Possible conflicts of interest
 - 4.3.1. USA Dance Officials and Officers shall avoid any situation that could lead to real or apparent conflicts of interest. Potential conflicts of interest arise:
 - 4.3.2. if USA Dance Officials and Officers have, or appear to have, private or personal interests that influence or may influence the performance of their duties for the limited purpose of the benefit of USA Dance and DanceSport. Private or personal interests include gaining any possible advantage for the persons subject to this Code themselves, their family, relatives, friends and acquaintances, dependents, contractors or any organization the Official belongs to or in which the Official has a leading role, or a direct or indirect interest, provided always that salaries or fees approved by USA Dance, as well as business expenses being reimbursed based on USA Dance’s budget do not constitute a conflict of interest;
 - 4.3.3. if the opinion or decision of a USA Dance Official or Officer is influenced by, or may be reasonably considered as liable to be influenced by relations that the

USA Dance Official or Officer has, has had or is on the point of having, with another person or organization that would be affected in any manner by the decision or opinion of the USA Dance Official;

- 4.3.4. USA Dance Officials and Officers shall not perform their duties when there is an existing or potential conflict of interest. If a real or apparent conflict of interest arises, or if there is a reasonable possibility that such a conflict may arise, the person concerned must refrain from taking any further part in the handling of the issue and must immediately disclose the real or apparent conflict or potential conflict. For adjudicating, the limits of the conflicts of interests are defined in Section 8 of the USA Dance DanceSport Rulebook, which forms a part of the USA Dance Competition Rules.
- 4.3.5. If it is unclear whether a conflict of interest exists in any situation, any such person should always err on the side of caution and ethics, and shall submit the question to the Ethics Committee for a recommendation.

5. GOOD GOVERNANCE AND USE OF RESOURCES

- 5.1. USA Dance Officers shall respect and abide by the basic universal principles of good governance of the Olympic and sports movement, in particular transparency, stability, responsibility and accountability.
- 5.2. USA Dance Officers shall respect and abide by public and private legal obligations and shall encourage others to do the same. USA Dance supports the Rule of Law and bases its activities on legal obligations under the Rule of Law.
- 5.3. USA Dance Governing, DanceSport, Professional, and Social Council and National Committee members must faithfully abide by the Articles of Incorporation, bylaws and policies of USA Dance.
- 5.4. USA Dance Officers must exercise reasonable care, good faith and due diligence in organizational affairs.
- 5.5. USA Dance Governing, DanceSport, Professional, and Social Council and National Committee members must fully disclose, at the earliest opportunity, information of fact that would have significance in board decision-making.
- 5.6. USA Dance Governing, DanceSport, Professional, and Social Council and National Committee members must remain accountable for prudent fiscal management to association members, the board, and nonprofit sector, and where applicable, to

government and funding bodies.

5.7. The resources of USA Dance and its Chapters may be used only for the benefit of DanceSport and/or recreational dance.

5.8. Accounting

5.8.1. The income and expenditure of USA Dance and its Chapters shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles in United States. An independent auditor who has valid and subsisting professional auditing qualifications in United States must check these accounts periodically.

5.8.2. In cases in which the USA Dance gives financial support to its Chapters, the use of these funds for the benefit of DanceSport and/or recreational dance must be clearly recorded in the accounts of the USA Dance Chapters. The USA Dance Chapters will cooperate with experts designated by the USA Dance Board of Directors to audit the accounts of the USA Dance Chapters regarding these resources. The USA Dance Chapters will give these experts the information they need.

5.8.3. USA Dance recognizes the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of DanceSport throughout the world. However, these entities must not interfere in the running of sports institutions. Support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and this Code. The organization and staging of USA Dance championships and competitions are the exclusive responsibility of the independent sports organizations recognized by the USOPC and USA Dance or either of them. In fulfilling their statutory mandate, the autonomy of these organizations within the limits of the applicable governing documents of USA Dance, of any other governing sports organization or of the local state legislation shall be strictly preserved.

5.9. Ensure the right of all members to appropriate and effective services without discrimination on the basis of socio-economic, race, gender, gender identity, ethnic or geographic origin, religion, age, philosophical or political opinion, disability, marital status or other unfair or irrelevant grounds in accordance with all applicable legal and regulatory requirements.

5.10. USA Dance members must respect the diversity of opinions as expressed or acted

upon by the USA Dance board, committees and membership, and formally register dissent as appropriate.

- 5.11. USA Dance members must promote collaboration, cooperation, and partnership among persons or legal entities who are USA Dance members.

6. RELATIONS WITH NATION AND STATES

- 6.1. USA Dance and its Chapters shall work to maintain harmonious relations with legitimate federal and state authorities, in accordance with the principle of universality and political neutrality of DanceSport and the Olympic Movement.
- 6.2. USA Dance Officials, USA Dance Chapters and its representatives, as well as any other person or legal entity who has expressly agreed to comply with this Code are free to play a role in the public life of the nation or the states to which they belong. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in this Code or contravening the principle of political neutrality of DanceSport.

7. SUSTAINABILITY

USA Dance and its Chapters shall endeavor to protect the environment on the occasion of any events they organize, use resources conscientiously and undertake to uphold generally accepted standards for environmental protection.

8. CONFIDENTIALITY

- 8.1. USA Dance Officials and Officers shall not disclose information entrusted to them in confidence in connection with their function in DanceSport or Governance, unless required to do so by law, in order to enforce the governing documents of USA Dance or consistent with reasonable and constructive sporting practices. The obligation to respect confidentiality survives the termination of any relationship which makes a person subject to this Code.
- 8.2. Disclosure of other information by USA Dance Officials and Officers shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization.

9. BREACHES OF THIS CODE

- 9.1. Breaches of this Code may lead to sanctions, regardless of whether they were caused by omission, commission, or as a result of negligence.
- 9.2. Persons subject to this Code who attempt, or agree with another person, to act in a manner that would constitute or culminate in a violation of this Code, shall be treated as if they had committed a violation, whether or not such attempt or agreement in fact resulted in a violation. However, there shall be no violation where the person who is subject to the Code renounces his attempt or agreement prior to its being discovered by a third party not involved in the attempt or agreement.
- 9.3. Persons subject to the Code who knowingly assist or are otherwise complicit in any act or omission that constitutes or culminates in a violation of the Code shall be treated as having committed a violation of the Code.
- 9.4. Accusing someone of a breach of this Code, while knowing that the accusation is false, constitutes a breach of this Code.
- 9.5. The failure, refusal or neglect to provide information to the Ethics Committee constitutes a breach of this Code, provided always that the right of a person who is subject to this Code to plead the legal doctrine *nemo tenetur se ipsum accusare* to refuse to incriminate herself or himself, shall be preserved and protected.

10. THE ETHICS COMMITTEE

- 10.1. The Ethics Committee is constituted and shall act according to the corresponding provisions in the USA Dance Bylaws and the procedural rules assigned to this Code.
- 10.2. The USA Dance Ethics Committee is responsible to investigate possible violations of this Code, conducts hearings, imposes sanctions, and reports its verdict to the Board of Directors.
- 10.3. The Ethics Committee watches over the provisions in this Code and suggests amendments to the Board of Directors, if necessary.
- 10.4. Persons subject to this Code shall make full disclosure of all information, documents and other permanent records reasonably requested by the Committee and shall perform all acts reasonably necessary to assist the Committee to discover all relevant facts, documents and other permanent records reasonably related to any

question which is before the Committee or which is reasonably related to any possible violations of this Code. No one may claim remuneration or other compensation or reimbursement from the Committee or any person for performing these duties.

11. IMPLEMENTATION AND ENFORCEMENT

- 11.1. USA Dance and its Chapters shall perform all acts that are reasonably required to ensure that the principles and rules of the Olympic Charter and this Code are applied.
- 11.2. Persons bound by this Code shall inform the USA Dance Board of Directors of any breach of this Code, with a view to possible referral to the USA Dance Ethics Committee, provided always if the breach is alleged to have been committed by a USA Dance Board of Directors Member, then such informed person shall so inform the Chairperson of the USA Dance Ethics Committee directly.
- 11.3. When the Committee finds that a person has breached the Code but that s/he cannot be sanctioned by any organ of USA Dance, the USA Dance Affiliate or Associate Member which has authority over that person shall perform all acts required to impose on that person sanctions of the same kind and degree that could have been imposed by USA Dance on a person with whom USA Dance had a direct legal relationship. Failing to comply with this sub-paragraph by a USA Dance Affiliate or Associate Member constitutes a breach of this Code itself.
- 11.4. If an act, behavior or circumstance is prohibited or controlled by another USA Dance governing document as well as by this Code, the procedures and sanctions of such governing documents and in particular the Codes of Conduct for specific groups of persons take precedence over the provisions of this Code. In these cases, the violation of principles set out in this Code merge in the infringement described by the specific governing document, but may increase the severity of a sanction. When the Committee finds in these cases that a person cannot be sanctioned by any organ of USA Dance, the Committee shall in its report refer to the provisions of any specific governing document which in its opinion the accused person breached.
- 11.5. This Code is an integral part of the USA Dance Bylaws. Its implementation as well as changes to this Code must be approved by the USA Dance Board of Directors in accordance with the provisions in Article IV of the USA Dance Bylaws. The USA Dance Board of Directors may set out the provisions for the clarification of this Code in

one or more of its Operating Policies provided that any such Operating Policy is not inconsistent with this Code.

12. EFFECTIVE DATE AND TRANSITIONAL PROVISIONS

- 12.1. This Code enters into force on January 15, 2018 and applies to all violations of this Code committed on or after the commencement date.
- 12.2. A retroactive effect of this Code prior to its effective date is excluded. Article 1.3 remains reserved for persons or legal entities that violated this Code after it entered into force, as long as USA Dance still, again or newly exercises jurisdiction over these individuals or legal entities or over legal entities that are dominated by the same members as the one that violated this Code.
- 12.3. If a conflict of interest according to Articles 3 or 4 of this Code existed before, and persists after the date it entered into force, an individual or legal entity subject to this Code who or which then finds himself or itself in such a conflict of interest shall be granted a period of two years after the effective date in Article 12.1 to resolve the conflict of interest. If the conflict of interest is eliminated during these two years, the individual or legal entity may not be subject to sanctions due to contraventions of Articles 3 or 4 of this Code, dating back to circumstances that subsisted before the effective date of this Code. If the conflict of interest is not eliminated after that term of two years, Articles 3 and 4 of this Code are applicable unreservedly from the time this Code came into force.

This Code was adopted by the USA Dance Board of Directors on January 15, 2018.