

Appendix 1

USA Cycling Code of Conduct

Section 1. The mission of USA Cycling is to encourage participation and the pursuit of excellence in all aspects of bicycling. USA Cycling grants the privilege of membership to individuals and groups committed to that mission. The privilege of membership may, therefore, be withdrawn or denied by USA Cycling at any time where USA Cycling determines that a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in cycling, USA Cycling has adopted this Code of Conduct

Section 2. Any member or prospective member of USA Cycling may be sanctioned under the racing rules, fined, suspended, denied membership, censured, placed on probation, or expelled from USA Cycling after being afforded the right to a hearing under USA Cycling Policy IV (Eligibility, Discipline and Hearings), if such member violates the provisions of the USA Cycling Code of Conduct, set forth in Section 3 below, or aids, abets or encourages another person to violate any of the provisions of the USA Cycling Code of Conduct.

Section 3. The following shall be considered violations of the USA Cycling Code of Conduct:

(a) Violation of anti-doping provisions as established by WADA (World Antidoping Agency)

(b) Discrimination in violation of USAC Bylaw D or Section 220522(a)(8) of the Ted Stevens Olympic and Amateur Sports Act, which require that USA Cycling must provide an equal opportunity to amateur athletes, coaches, trainers, managers, mechanics, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, sex, national origin, or sexual orientation.

(c) Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, or (iii) any crime involving sexual misconduct.

(d) Any non-consensual sexual contact or advance or other inappropriate sexually oriented behavior or action directed towards any member by a coach, official, trainer, or other person who, in the context of cycling, is in a position of authority over that member.

(e) The sale or distribution of any substance on the WADA list of banned substances.

(f) The administration of any substance by injection, whether legal or illegal, unless it is done so by a licensed medical professional for the purposes of health maintenance or due to illness.

(g) The use of illegal drugs in the presence of a member, by a coach, official, trainer or of a person who, in the context of cycling, is in a position of authority over that member.

(h) The providing of alcohol or tobacco to a member by an athlete, coach, official, trainer, manager or any other person where the member is under the legal age allowed to consume or purchase alcohol or tobacco in the state where it is provided.

(i) The abuse of alcohol in the presence of a member under the age of 18, by an athlete, coach, official trainer of, or a person who, in the context of cycling, is in a position of authority over that member.

(j) Excessive alcoholic consumption while on USA Cycling business is not acceptable and will not be tolerated. Any drinking of alcohol and then driving on USA Cycling business is not acceptable and will not be tolerated.

(k) Physical abuse of a member by any person in a position of authority over that member.

(l) Any act of fraud, deception, or dishonesty in connection with any USA Cycling-related activity.

(m) Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any person in connection with any USA Cycling-related activity.

(n) Any intentional damage to private or public property while at or near an event venue sanctioned by USA Cycling, or damage to USA Cycling property.

(o) Failure of any member who is party to or witnesses any violation(s) contained in the above stated USA Cycling Code of Conduct to report the specific violation to USA Cycling immediately.

Section 4. Alleged violations of the USA Cycling Code of Conduct must be reported to the Chief Executive Officer of USA Cycling