



USAA CODE OF ETHICS

OUR COMMITMENT

USAA and its members are committed to the highest levels of ethics, integrity, compliance and sportsmanlike conduct in connection with training, practice and competition in the sport of archery. Participating at an event, training camp or competition sanctioned by USAA, the National Archery Association of the US (NAA) and/or the United States Olympic Committee (USOC), or competing as or traveling with a member of a team sponsored by USAA, NAA or the USOC is an honor, and each such participant, as a representative of the United States of America and the sport of archery, must be committed to maintaining this high standard of conduct. The USAA Code of Ethics is the cornerstone of that commitment and defines USAA's expectations for athletes, coaches, trainers, managers, judges, officials and USAA directors, officers, employees and volunteers. USAA may take disciplinary action against any such person who fails to comply with this Code of Ethics, applicable laws or USAA rules, policies and procedures.

OUR PEOPLE

USAA and its members are committed to maintaining work, training and sports environments that are culturally diverse and free from all forms of discrimination, harassment and retaliation. We comply with all applicable civil rights, human rights, employment and health and safety laws wherever we work, train, practice or compete.

OUR TEAMS

Members of teams sponsored by USAA, the NAA and/or the USOC and the coaches, managers, staff, judges and other officials who supervise them are committed to acting in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. We refrain from conduct detracting from our ability or that of our teammates to attain peak performance. We follow all team rules of conduct established by USAA, the USOC, NAA or any person vested with the authority of leading an international team, including

but not limited to team rules related to deportment, curfew, practice, team meeting attendance and prompt attendance at competitions.

OUR COUNTRY

USAA and its members who engage in international competition recognize that they are at all times ambassadors for our country, the sport of archery, the USAA and/or the USOC. We are committed to acting in a manner that will bring respect and honor to ourselves, our teammates, USAA and the United States of America. We respect and comply with all local, state and national laws, statutes, ordinances and all customs and traditions of the countries in which we may travel and compete.

OUR JUDGES AND COMPETITORS

USAA and its members are committed to fair competition, and respect the members of other teams, their coaches and staff as well as all spectators, judges and other officials, wherever we work, train or compete.

OUR BUSINESS PARTNERS

USAA selects its business partners, including our sponsors, suppliers and contractors, based on merit, reputation and ability to help USAA meet its objectives. We comply with all laws and regulations applicable to our business.

OUR INTERESTS

USAA directors, officers, employees and volunteers promote and protect USAA's interests. We do not compete with USAA or improperly use our relationship with USAA for personal gain. We undertake all necessary efforts to avoid conflicts of interest and, where such conflicts are inevitable, we disclose and resolve such issues immediately. We do not offer or accept gifts, hospitality or entertainment that may be inappropriate or may affect or otherwise appear to influence our judgment or any decision we may make as a director, officer, employee or representative of USAA.

OUR INFORMATION AND ASSETS

USAA complies with all applicable privacy laws and regulations in the protection and management of personal information, including that of USAA's members. We maintain only those records required for our business, legal or contractual purposes and limit access to such data to those who need the information for legitimate purposes. USAA directors, officers, employees and volunteers safeguard USAA's physical property and

financial assets by following USAA policies to prevent their loss, theft or unauthorized use. All expenditures are undertaken for legitimate purposes and never for personal use.

USAA POLICIES

In addition to the Code of Ethics, USAA members, directors, officers, employees and volunteers are required to comply with all applicable local, state, federal and international laws, statutes and ordinances and USAA rules, policies and procedures as in effect from time to time, including the USAA policies regarding:

- Harassment and Sexual Abuse
- Drugs and Alcohol
- Sportsmanlike Conduct

USAA directors, officers, employees and volunteers who work for or represent USAA in its corporate activities are also required to comply with the USAA Conflict of Interest Policy.

Copies of these policies and all USAA policies are available on the USAA website.

PLEDGE

Each year, every USAA director, officer, employee and volunteer and each USAA member who participates as an athlete, coach, judge, trainer, manager or other official at any event, training camp or program or competition sponsored by USAA, NAA or the USOC must pledge to uphold the spirit of the USAA Code of Ethics by signing the appropriate Pledge (Athlete Pledge or Pledge for Non-Athlete Participants). Copies of the Pledges can be found on the USAA website. The signing of the Pledge without modification is a condition of participation at any USAA, NAA or USOC sanctioned event, selection to any USAA or USOC sponsored Team, election to the Board of Directors of USAA and employment by USAA.

REPORTING

All USAA directors, officers, employees, volunteers and members are encouraged to report suspected or observed violations of the Code of Ethics or any law or USAA rule, policy or procedure by contacting a USAA director or officer, a Team Captain or Team Manager or a member of the USAA Board of Justice. USAA will not retaliate against anyone who reports, in good faith, suspected violations of this Code of Ethics, a law or USAA rule, policy or procedure.

DISCIPLINE AND DISCIPLINARY PROCEDURES

All alleged violations of this Code of Ethics or any USAA policy will be submitted to a hearing panel appointed by the USAA Board of Justice for resolution pursuant to the complaint procedures set forth in Article XV of the USAA By-Laws (available on the USAA website). If an alleged violation occurs when a team sponsored by USAA, NAA or the USOC is traveling to or from, or participating at, a competition and it is necessary to expedite the proceeding in order to resolve a matter relating to the competition, such matter shall be resolved pursuant to the expedited procedures set forth in Section 15.10 of Article XV which require that such complaint shall be heard and decided within twenty-four (24) hours of the filing.

Each USAA director, officer, employee, volunteer and member understands that the panel appointed by Board of Justice will determine whether a violation has occurred and if so what discipline, if any, is warranted. Those persons also understand that such discipline may include immediate dismissal from a training camp or competition, or from a USAA, NAA or USOC sponsored team, being precluded from participating at USAA, NAA or USOC sanctioned events or other competitions and being sent home at the person's own expense.

FURTHER INFORMATION

For guidance and questions regarding the USAA Code of Ethics please contact the Chairman of the USAA Ethics Committee or the Chairman of the USAA Audit Committee.