

**United States Olympic Committee
National Anti-Doping Policy**

Effective as of January 1, 2015

Section 1. Commitment to Anti-Doping.

Section 1.1. This National Anti-Doping Policy (Policy) is adopted and implemented as a result of the commitment of the United States Olympic Committee (USOC) to the purposes of the world anti-doping program. The Policy is also an indication of the USOC's cooperation and coordination with the *World Anti-Doping Agency (WADA)*¹ and the United States Anti-Doping Agency (USADA) to eradicate doping in sport.

Section 2. Conformance with the *World Anti-Doping Code* and *International Standards*.

Section 2.1. This Policy is written to conform to the *World Anti-Doping Code (Code)* and adhere to the *International Standards* adopted by WADA. The Policy adopts all of the provisions and respective commentary of the *Code*, without substantive change, which are required to be adhered to by *National Olympic Committees*, as set forth in Section 23.2.2 of the *Code*.

Section 3. Responsibilities of the USOC.

Section 3.1. The USOC as a signatory to the *Code* pledges to fulfill its obligations and responsibilities under the *Code* and the *International Standards* adopted by WADA.

Section 3.2. The USOC shall support and assist WADA and USADA in their anti-doping efforts. Further, the USOC pledges to cooperate with WADA and USADA in promoting health, fairness and equality for all *Athletes*. Additionally, the USOC shall respect the autonomy of WADA and USADA and avoid any interference with their operational decisions and activities.

Section 4. Compliance by National Governing Bodies, Paralympic Sport Organizations and High Performance Management Organizations.

Section 4.1. As a condition of membership and recognition by the USOC and in fulfillment of any contractual relationship with the USOC, all National Governing Bodies (NGBs), Paralympic Sports Organizations (PSOs) and High Performance Management Organizations (HPMOs) shall comply with this Policy and shall adhere, in all respects, to the applicable provisions of the *Code*, the *International Standards* adopted by WADA and the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol). NGBs, PSOs and HPMOs shall not have any anti-doping rule which is inconsistent with this Policy, the *Code*, the *International Standards* adopted by WADA or the USADA Protocol.

¹ Capitalized and italicized terms have the meaning set forth in the Definitions Section of the *World Anti-Doping Code*.

Section 4.2. NGB, PSO and HPMO compliance with this Policy, the *Code, International Standards* adopted by WADA and the USADA Protocol shall be a condition of USOC funding.

Section 4.3. NGBs, PSOs and HPMOs shall support and assist the USOC, WADA, the International Olympic Committee (IOC), the International Paralympic Committee (IPC), the Pan American Sport Organization (PASO), their respective International Federation (IF) and USADA in eradicating doping in sport.

Section 4.4. NGBs, PSOs and HPMOs pledge to cooperate with WADA and USADA in promoting health, fairness and equality for all Athletes. Additionally, NGBs, PSOs and HPMOs shall respect the autonomy of WADA and USADA and avoid any interference with their operational decisions and activities.

Section 4.5. NGBs, PSOs and HPMOs shall support and assist WADA, USADA and any other *Anti-Doping Organization* with authority to conduct an investigation in their anti-doping efforts and cooperate with them in investigations into potential anti-doping rule violations. Further, NGBs, PSOs and HPMOs shall report information supporting and relating to an anti-doping rule violation to USADA and their respective IF.

Section 4.6. NGBs, PSOs and HPMOs shall assist USADA in ensuring that *Athletes* competing in the NGB's, PSO's and HPMO's sport are entered into the *Registered Testing Pool (RTP)*, when appropriate.

Section 4.7. At least six months prior to the commencement of the Olympic or Paralympic Games, as appropriate, NGBs, PSOs and HPMOs shall provide USADA with a list of all *Athletes* in their sport they reasonably anticipate may be selected to represent the U.S. in the Olympic or Paralympic Games.

Section 4.8. NGBs, PSOs and HPMOs shall encourage *Athletes* competing in their sport and included in the *RTP* to provide to USADA timely and accurate whereabouts information and to make themselves available for *Sample* collection.

Section 4.9. NGBs, PSOs and HPMOs shall designate a dedicated contact person who will act as a liaison between USADA and the NGB, PSO and HPMO.

Section 4.10. NGBs, PSOs and HPMOs shall assist the USOC, WADA, USADA, and their respective IF in promoting and coordinating anti-doping education and practices.

Section 5. International Federation Rules.

Section 5.1. The requirements and consequences set forth in this Policy shall be in addition to those obligations imposed by the various IFs and shall not relieve any *Athlete, Athlete Support Personnel*, or any other *Person* of the consequence of failing to comply with the anti-doping rules of his or her IF.

Section 6. *Disqualification, Ineligibility and Loss of USOC, National Governing Body, Paralympic Sport Organization and High Performance Management Organization Opportunities and Benefits.*

Section 6.1. As provided in the *Code*, the term *Disqualification* means that the *Athlete's* results in a particular *Competition* or *Event* are invalidated, with all resulting *Consequences* including forfeiture of any medals, points and prizes. *Ineligibility* means that the *Athlete, Athlete Support Personnel* or any other *Person* is barred on account of an anti-doping rule violation for a specified period of time from participating in any *Competition* or activity or from receiving some or all sport-related financial support or other sport-related benefit as provided in Article 10.12 of the *Code*. The term *Provisional Suspension* means that the *Athlete, Athlete Support Personnel* or any other *Person* is barred temporarily from participating in any *Competition* prior to the final decision at a hearing conducted under Article 8 of the *Code*. The applicable USOC rule on loss of financial support or other sport-related benefits as a result of *Disqualification, Ineligibility* or *Provisional Suspension* is set forth in Attachment A and is incorporated herein by reference.

Section 7. *Athlete Support Personnel Use of Prohibited Substances or Prohibited Methods.*

Section 7.1. *Athlete Support Personnel* found using *Prohibited Substances* or *Prohibited Methods* without valid justification will be prohibited by the USOC from providing support to *Athletes*.

Section 8. *Requirements Pertaining to Athlete Testing.*

Section 8.1. USADA, with the assistance of NGBs, PSOs and HPMOs, and input from IFs, shall identify which *Athletes* shall be enrolled in the *RTP*. The *RTP* shall include, at a minimum, top tier, high-priority *Athletes*.

Section 8.2. *Athletes* included in the *RTP* are required to provide whereabouts information and make themselves available for *Sample* collection in compliance with the *Code*. Further, *Athletes* who are not members of an NGB, PSO or HPMO and who are entered to participate in the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games, shall, as a condition of participation in the respective *Event*, provide whereabouts information as required by the *International Standard for Testing and Investigations* adopted by WADA as soon as the *Athlete* is identified on the long list or subsequent entry document. Additionally, such *Athletes* shall make themselves available for *Sample* collection consistent with the conditions for eligibility established by the IOC, IPC, PASO or their respective IF, as applicable.

Section 8.3. USADA shall, prior to the lead-up to an Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games, review those *Athletes* in the *RTP* and change or increase the number as appropriate.

Section 8.4. *Testing of Athletes* shall be conducted by USADA as it considers appropriate to fulfill its responsibilities under the *Code* and the *International Standards for Testing and Investigations* adopted by WADA and under its agreement with the USOC to ensure, as far as possible, that *Athletes* are training and competing clean.

Section 9. Protection of Personal Information.

Section 9.1. Personal Information provided by *Athletes* to NGBs, PSOs, HPMOs and USADA shall be handled and kept confidential in compliance with the *International Standard for Protection of Privacy and Personal Information* adopted by WADA.

Section 10. Retirement and Return to Active Participation in Sport.

Section 10.1. An *International- or National-Level Athlete* who is in the *RTP* and retires, and then subsequently wishes to return to active participation in sport, shall not compete in *International or National Events* until the *Athlete* has made himself or herself available for *Testing* by giving six months prior written notice to his or her International Federation and USADA.

Section 10.2. Pursuant to Article 5.7.1 of the *Code* an *Athlete* seeking an exemption from the six-month written notice rule must apply to WADA. An *Athlete* seeking an exemption must follow all policies, rules, and procedures established by WADA. Exemptions to the six-month requirement will only be granted where the strict application of the rule would be manifestly unfair to the *Athlete*. Only WADA can grant exemptions. The USOC may not grant such exemptions.

Section 11. Right to a Hearing.

Section 11.1. No *Athlete, Athlete Support Personnel* or any other *Person* shall (i) have his or her results disqualified, (ii) be declared ineligible for an anti-doping rule violation or (iii) have a *Provisional Suspension* imposed, without first being afforded an opportunity for a hearing pursuant to the USADA Protocol or pursuant to a hearing process as set forth in Article 8 of the *Code*.

Section 12. Public Disclosure.

Section 12.1. No later than 20 days (i) after the assertion of an anti-doping rule violation has not been timely challenged, (ii) after a hearing has been waived, (iii) after an appeal has been waived or (iv) after a final appellate decision has been determined, USADA shall publicly report the disposition of the anti-doping rule violation in accordance with Article 14.3 of the *Code*.

Section 13. Mandatory Education.

Section 13.1. The USOC has determined that compliance with the *Code*, the *International Standards* adopted by WADA and other applicable anti-doping rules is most likely to be achieved if *Athletes* and certain *Athlete Support Personnel* participate in specially formulated educational programs to facilitate their understanding of the applicable anti-doping rules and of their responsibilities under those rules. Such educational programs should focus on prevention, include the harm to one's health associated with doping and encourage clean sport.

Section 13.2. An *Athlete* designated for inclusion in the USADA RTP is required within the timeframe established by USADA, and on an annual basis thereafter, to complete a USADA online education program designed specifically for athletes (USADA Athlete Education Module).

Section 13.3. An *Athlete*, who is a resident of an Olympic Training Center, is required within the timeframe established by the USOC, and on an annual basis thereafter, to complete a USADA online education program designed specifically for athletes (USADA Athlete Education Module).

Section 13.4. An *Athlete* who is a credentialed member of the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games team is required to complete, prior to participation in those Games, a USADA online education program specifically designed for athletes (USADA Athlete Education Module).

Section 13.5. A coach who is a credentialed member of the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games delegation is required to complete, prior to participation in those Games, a USADA online education program designed specifically for coaches (USADA Coach Education Module).

Section 13.6. All medical personnel (including, but not limited to doctors, nurses, medical technicians, paramedical persons, massage therapists and trainers) who are credentialed members of the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games delegation are required to complete, prior to participation in those Games, a USADA online education program specifically designed for medical personnel (USADA Medical Education Module).

Section 14. Agreement by *Athletes* and *Athlete Support Personnel* to be Bound by the USOC National Anti-Doping Policy and the USADA Protocol.

Section 14.1. The *Code* requires that each *Signatory* establish rules and procedures to ensure that all *Athletes*, *Athlete Support Personnel* and other *Persons* under the authority of the *Signatory* and its member organizations are informed of, and agree to be bound by, anti-doping rules in force of the relevant anti-doping organizations. To implement this requirement, each NGB/PSO/HPMO shall be responsible for informing *Athletes*, *Athlete Support Personnel* and other *Persons* in its sport of this USOC National Anti-Doping Policy and of the USADA Protocol.

Section 14.2. All *Athletes*, *Athlete Support Personnel* and other *Persons*, by virtue of their membership in an NGB, PSO or HP MO, participation in the Olympic, Paralympic, Pan American, ParaPan American or Youth Olympic Games, participation in an *Event* or *Competition* organized or sanctioned by an NGB, PSO or HP MO, participation on a national team, utilization of a USOC Training Center, receipt of benefits from the USOC, an NGB, PSO or HP MO, inclusion in the *RTP*, or otherwise subject to the *Code* agree to be bound by this Policy and by the USADA Protocol.

Section 15. USADA Responsibility.

Section 15.1. USADA shall be responsible for implementing those provisions of this Policy that apply to it.

Section 16. Review.

Section 16.1. The USOC will review implementation of this Policy on an annual basis.

Section 17. Effective Date.

Section 17.1. This Policy, adopted by the USOC Board of Directors on September 26, 2014, shall go into effect on January 1, 2015. This Policy shall not apply retroactively to matters pending before January 1, 2015, except as provided in Article 25 of the *Code*. The previous Policy, adopted on October 12, 2008, shall remain in effect until December 31, 2014.

**ATTACHMENT A
TO USOC NATIONAL ANTI-DOPING POLICY
LOSS OF BENEFITS**

Section 1. Introduction.

This Attachment outlines further consequences for anti-doping rule violations. Section 2 sets forth the USOC benefits and the consequences that result when a final determination of an anti-doping rule violation has been found to have been committed by an athlete.

Section 3 sets out situations where athlete support payments may be suspended prior to a final determination of an anti-doping rule violation. An acceptance or imposition of a *Provisional Suspension* shall not be a final determination of an anti-doping rule violation, and no loss of USOC benefits will occur during a period of *Provisional Suspension*, except as set forth in Section 3.

Should an individual other than an athlete have been found to have committed an anti-doping rule violation, that individual shall be treated in a manner consistent with the consequences set forth for an athlete.

Section 4 provides that National Governing Bodies (NGBs), Paralympic Sports Organizations (PSOs) and High Performance Management Organizations (HPMOs) must engage in the same or similar suspensions of benefits and services as the USOC.

Section 2. Loss of USOC Benefits after a Final Determination of an Anti-Doping Rule Violation.

<i>USOC Benefit</i>	<i>Consequence</i>
Part 1. Athlete Support payment that is not based on a single competitive result	<p>For all violations resulting in a period of ineligibility, loss of benefit for period of ineligibility.</p> <p>Where an Athlete Support payment is made after the occurrence of the anti-doping violation, but prior to a final determination of the anti-doping rule violation, an athlete will have a repayment obligation to the USOC equal to the amount of the benefit received.</p> <p>After the conclusion of the ineligibility, the athlete will have to re-qualify for the Athlete Support program.</p>

<i>USOC Benefit</i>	<i>Consequence</i>
Part 2. Athlete Support payment that is based on a single competitive result (such as Op Gold)	<p>If an athlete loses a competitive result as a result of an anti-doping rule violation that was the basis for the Athlete Support, the athlete will lose the Athlete Support.</p> <p>Where an Athlete Support payment is made after the occurrence of the anti-doping violation, but prior to a final determination of the anti-doping rule violation, an athlete will have a repayment obligation to the USOC equal to the amount of the benefit received.</p>
Part 3. Tuition Grant	<p>For all violations resulting in a period of ineligibility, loss of benefit for period of ineligibility. If an athlete loses a competitive result as a result of an anti-doping rule violation that was the basis for the Tuition Grant, the athlete will lose the Tuition Grant.</p> <p>Where a Tuition Grant payment is made after the occurrence of the anti-doping violation, but prior to a final determination of the anti-doping rule violation, an athlete will have a repayment obligation to the USOC equal to the amount of the benefit received.</p> <p>Athletes cannot be considered for a Tuition Grant during any period of ineligibility.</p>
Part 4. Use of Olympic Training Centers	<p>For all violations resulting in a period of ineligibility, loss of benefit for period of ineligibility, except as provided below:</p> <p>(i) An athlete may use Olympic Training Centers for training purposes (including use of dining and other privileges) during the shorter of (a) the last two months of the period of ineligibility, or (b) the last one-quarter of the period of ineligibility.</p>

<i>USOC Benefit</i>	<i>Consequence</i>
<p>Part 5. Residence at an Olympic Training Center (Includes Dining and Other Privileges Associated with Residence)</p>	<p>For all violations resulting in a period of ineligibility, loss of benefit for the period of ineligibility, except as provided below:</p> <p>(i) An athlete who is residing at an Olympic Training Center at the time of commencement of the athlete's period of ineligibility will be allowed to continue to reside at the Olympic Training Center (with use limited only to dining and other privileges associated with residence), provided the period of ineligibility is for three months or less. However, even though residing at the Olympic Training Center, the athlete may not return to training, nor use any facilities or services associated with training, until the athlete meets the criteria established in Part 4 above.</p> <p>(ii) An athlete not residing at the Olympic Training Center at the time of commencement of the athlete's period of ineligibility may take up residence at the Olympic Training Center during the shorter of (a) the last two months of the period of ineligibility, or (b) the last one-quarter of the period of ineligibility.</p> <p>Use of recreational drugs not included in the prohibited list, other conduct issues, and resulting penalties, will be handled through the applicable USOC Code of Conduct.</p>

<i>USOC Benefit</i>	<i>Consequence</i>
<p>Part 6. Other USOC Services to include, but not be limited to:</p> <ul style="list-style-type: none"> Alumni Relation Programs Athlete Marketing Programs Athlete Ambassador Programs Athlete Service Centers Career Assistance Programs Media Services USOC Workshops, Conferences and Summits Personal Development Programs Sports Medicine and Performance Services Sports Coaching and Education Programs 	<p>For all violations where the applicable period of ineligibility is three months or less, no loss of benefit. For all other violations, loss of benefit for period of ineligibility.</p> <p>Where an athlete participates in programs provided by an employer or sponsor, the benefit will also be dependent on actions taken by the employer or sponsor.</p>
<p>Part 7. USOC Teams/Events:</p> <ul style="list-style-type: none"> Olympic Games Paralympic Games Pan American Games ParaPan American Games Youth Olympic Games, Games Trials, and Qualifying Events Other Multi-Sport and Similar Events 	<p>For all violations, loss of benefit or eligibility for period of ineligibility.</p> <p>Eligibility may also be dependent on the rules of the IOC, IPC, PASO or IF.</p>
<p>Part 8. Elite Athlete Health Insurance</p>	<p>For all violations where the applicable period of ineligibility is three months or less, no loss of benefit. For all other violations, loss of benefit for period of ineligibility. However, an athlete losing this benefit will be entitled to temporary continuation of health insurance pursuant to the USOC's Temporary Continuance Plan.</p> <p>After the conclusion of the ineligibility, the athlete will have to re-qualify for Elite Athlete Health Insurance.</p>

All USOC benefits are contingent on participation in the USADA Registered Testing Pool if requested and on compliance with all applicable anti-doping rules.

To the extent the USOC creates a benefit not listed in the above chart, the USOC will endeavor to classify the new benefit in accordance with similar benefits in the above chart.

Section 3. Suspension of USOC Benefits Prior to a Final Determination of an Anti-Doping Rule Violation.

In the following instances, the USOC shall suspend and accrue Athlete Support and Tuition Grant payments prior to a final determination of an anti-doping rule violation: (i) when there is an Adverse Analytical Finding on a “B” sample (or on an “A” sample, if a “B” sample is waived), (ii) when the USADA Anti-Doping Review Board determines that there is sufficient evidence to proceed with adjudication of an anti-doping rule violation, or (iii) when a *Provisional Suspension* has been accepted or imposed.

If an Athlete Support payment has been accrued and the athlete is subsequently found not to have committed an anti-doping rule violation, the Athlete Support payment accrued shall be paid to the athlete. If a Tuition Grant payment has been accrued and the athlete is subsequently found not to have committed an anti-doping rule violation, the Tuition Grant payment shall be paid, provided the athlete satisfactorily completed, or completes, the course of education for which the Tuition Grant was based.

Also, as set forth in Section 2, Parts 1, 2 and 3 above, should an Athlete Support or Tuition Grant payment be made after the occurrence of the anti-doping violation, but prior to a final determination of the anti-doping rule violation, the athlete will have a repayment obligation to the USOC equal to the amount of the benefit received by the athlete.

For all other USOC benefits, no consequences will occur until after a final determination of an anti-doping rule violation has been found, in which case the benefit and consequence will be addressed in accordance with the chart set forth in Section 2.

Section 4. Access to National Governing Body, Paralympic Sports Organization and High Performance Management Organization Benefits and Services.

Under the World Anti-Doping Code, NGBs, PSOs and HPMOs, as members of a Code Signatory (the USOC), must engage in the same or similar suspensions of benefits and services as the USOC. NGBs, PSOs, and HPMOs are to adopt policies similar to those adopted by the USOC in this policy.