



Code of Conduct

The coaching staff and managers of Team USA Youth expect these rules to be followed during the practice/tryout/clinic/competition/championship/tournament. Any violation of the following code may result in immediate dismissal from the practice/tryout/clinic/competition/championship/tournament and /or the team.

Participation with the USYFFT is an honor and a privilege. This comes with the expectation of behavior which is in accordance with being an ambassador of your community and country. An angler's continuance with the US Youth Fly Fishing Team depends not only upon his or her fishing performance but also on his or her conduct.

Please sign the bottom of this one page as acknowledgment of reading, understanding and agreeing to abide by this code. You must return this page either by scanning and emailing, or mailing it through the postal service, to the Team Secretary.

- **Zero tolerance policy on alcohol and illegal drug use and/or possession.**
- **Zero tolerance policy on criminal activity.**
- Members of Team USA Youth, as well as those who are working towards a position on the team, have a responsibility to act appropriately when speaking, writing and using email and social media (Facebook, Twitter, Instagram, YouTube and others). It is expected that you will act with integrity and courtesy when dealing with reporters, journalists, sponsors, and when having photographs or videos taken. Your words and images are seen worldwide and reflect on your maturity and the reputation of Team USA Youth. It is expected that everyone acts with the best intentions and to the highest standards.
- Personal vehicles are permitted to licensed drivers.
- A “no tobacco use” policy is in force at all times.
- Lost and found articles are to be turned into staff immediately.
- Team USA Youth is co-ed; modest clothing and behavior is expected.
- All injuries are to be reported to the staff immediately. No injuries are considered insignificant.

I, the undersigned, have read the above Rules of Conduct set forth by the US Youth Fly Fishing Team and I agree to abide by said rules. I fully understand that violation of these rules may result in my dismissal from the practice/tryout/clinic/championship/tournament. I further understand that dismissal from the practice/tryout/clinic/championship/tournament may result in my forfeiture of any future position on Team USA Youth.

Signature of Applicant

Date

Kalvin Kaloz, Head Coach



Code of Conduct Details

The coaching staff and managers of Team USA Youth expect these rules to be followed during any practice/tryout/clinic/competition/championship/tournament. Any violation of the following code may result in immediate dismissal from the practice/tryout/clinic/competition/championship/tournament and /or the team. Participation with the USYFFT is an honor and a privilege. This comes with the expectation of behavior which is in accordance with being an ambassador of your community and country.

An angler's continuance with the US Youth Fly Fishing Team depends not only upon his or her fishing performance but also on his or her conduct. This Code of Conduct will be enforced. Your signature on the front summary page is acknowledgment of reading, understanding and agreeing to abide by this code.

Definition of Inappropriate and/or Unacceptable Behavior

This section of the policy reflects the USYFFT's commitment to the establishment of a mutually beneficial environment for coaches, anglers, and families. While none of the behaviors listed below are unlawful, they are considered inappropriate for optimal Team functioning and angler development. Inappropriate behavior includes, but is not limited to, the following conduct:

- (1) Gossiping about, using profanity toward, demeaning or defaming another person, or otherwise acting in a manner that could negatively impact the self-esteem of coach, angler, or parent. All communication will be open even if private. For example, disciplinary actions and conversations between coaches and anglers will include a third party. Statements such as "don't tell your parents" will not be permitted.
- (2) Engaging in negative humor or bantering that may intimidate, offend, or demean another person.
- (3) Using profanity.
- (4) Anglers will not use any substances identified as banned by USADA (United States Anti-Doping Agency). The use of tobacco, alcohol, or illegal drug is likewise prohibited for all anglers. Parents and coaches may not use these substances while acting in an official capacity for the club, i.e. chaperone or driver.
- (5) Cheating or falsifying information whether it is during an event, competition, or general information sharing;
- (6) Theft from the Team, its members, or any organizations with which the Team may be associated, or any other condition;
- (7) Use of Team roster and/or other sensitive information to promote an individual's business or other interests.



General Infractions

1. Violation of published Team policies, rules or regulations;
2. Violation of federal, state, or local law;
3. Use, possession, sale, or distribution of narcotic or other controlled substances or purported controlled substances except as expressly permitted by law and college regulations;
4. Public intoxication or the use, possession, sale, or distribution of alcoholic beverages.
5. Possession of firearms, explosives, other weapons, or dangerous chemicals on Team premises (including in vehicles) except as authorized by the college for instructional, maintenance, or law enforcement purposes;

Misconduct

Acts of dishonesty including but not limited to cheating or the use of any unauthorized assistance from other persons or technologies in participating in competitions

Disruption of Team Operations

6. Furnishing false information to any Team coach, manager or board member;
7. Forgery, alteration, or misuse of any Team document, record, or instrument of identification;
8. Disruption or obstruction of any authorized Team activity or of any authorized non-Team activity; or unauthorized occupancy of any Team facility;
9. Failure to comply with directions of Team coaches, volunteer personnel, Board members or public law enforcement officers acting in performance of their duties, including failure to identify oneself to these persons when requested to do so;
10. Conduct that is disorderly, lewd, or indecent; breach of peace; or aiding, abetting, or procuring another person to breach the peace on Team premises or at functions sponsored by or participated in by the Team.
11. Aiding or abetting in the violation of the USYFFT Code of Conduct.

Health & Safety Offenses

12. Unauthorized possession, duplication, or use of keys or key cards to any Team premises or unauthorized entry to or use of Team premises;
13. Obstruction of the free flow of pedestrian or vehicular traffic on Team premises or at Team-sponsored or supervised functions; Reckless or dangerous operation of a motor vehicle on Team sites which endangers persons or property.

Offenses Involving Others

14. Physical or verbal abuse that threatens or endangers the health, well-being, or safety of any member or guest of the Team and includes verbal abuse that is sufficiently serious to deny or limit the victim's ability to participate in or benefit from the Team's educational programs;
15. Threats of harm or injury, either stated or implied, addressed directly to any member or guest of the Team or posted in an electronic medium so as to leave no doubt as to the intended target;
16. Acts of intimidation or coercion, whether stated or implied;
17. Offenses of domestic violence, dating violence and sexual assault;



18. Acts of harassment, including sexual and discriminatory harassment, directed toward any member or guest of the Team. Sexual harassment refers to persistent and unwanted sexual advances. Discriminatory harassment refers to the verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of race, color, gender, sexual identity or expression, national origin, religion, age, physical or mental disability, and sexual orientation; or because of opposition to discrimination or participation in the discrimination complaint process;
19. Acts of sexual misconduct, retaliation, creating a dangerous condition or stalking directed toward any member or guest of the Team;
20. Hazing, defined in many school and college manuals, and adopted here for the Team, as “any act directed toward an angler, or any coercion or intimidation of an angler to act or to participate in or submit to any act, when: (1) Such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and (2) Such act is a condition of initiation into, admission into, continued membership in or association with any organization;” and under this Code of Conduct includes acts that endanger the mental or physical health or safety of an angler, or that destroy or remove public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization;

Offenses Involving Property

21. Attempted or actual theft of and/or damage to property of the Team or property of a member of the Team, or other personal or public property; or property of an event host and associated venues and businesses;
22. Theft or other abuse of technological resources, including but not limited to:
 1. Unauthorized entry into electronic files, to use, read, or change the contents, or for any other purpose;
 2. Unauthorized transfer of electronic files or copyrighted software programs;
 3. Unauthorized use of another individual's identification card;
 4. Use of technological resources that interferes with the work of Team members or officials;
 5. Use of technological resources to send, publish, or display obscene, pornographic, threatening, or abusive messages;
 6. Use of technological resources to receive; browse, store or view obscene or pornographic materials;
 7. Use of technological resources for criminal activity;

Violation of Civil/Criminal Law and USYFFT Code of Conduct

1. If a Team member is charged with a violation of the USYFFT Code of Conduct that also constitutes a violation of a criminal statute, disciplinary proceedings may still be instituted against a Team member prior to, simultaneously with, or following civil or criminal proceedings..
2. When a team member is charged by federal, state, or local authorities with a violation of law, the Team will not request or agree to special consideration for that individual because of his or her status as a Team member. Team coaches, managers and board members will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on Team premises and in the conditions imposed by criminal courts for the rehabilitation of youth violators.



SUMMARY

- **Zero tolerance policy on alcohol and illegal drug use and/or possession.**
- **Zero tolerance policy on criminal activity.**
- Members of Team USA Youth, as well as those who are working towards a position on the team, will not lie, cheat or steal. Any unlawful acts, including theft, shoplifting, etc., may result in immediate dismissal from the clinic, event, competition and team.
- Members of Team USA Youth, as well as those who are working towards a position on the team, have a responsibility to act appropriately when speaking, writing and using email and social media (Facebook, Twitter, Instagram, YouTube and others). It is expected that you will act with integrity and courtesy when dealing with reporters, journalists, sponsors, and when having photographs or videos taken. Your words and images are seen worldwide and reflect on your maturity and the reputation of Team USA Youth. It is expected that everyone acts with the best intentions and to the highest standards.
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