



USA Deaf Sports Federation
www.usdeafsports.org

Policy: Zero Tolerance Policy
Date Issued: September 1, 2019
Owner: Governance
Applies to: USADSF Board and staff, NSO personnel, NSC personnel, volunteers, athletes, team doctors, team managers, medical staff, members, and other Persons as specified in this policy

Purpose: This policy outlines areas in which USADSF does not tolerate misbehavior or misconduct.

Policy: USADSF exercises zero tolerance in the following:

Non-Discrimination Policy: USADSF and its members shall not discriminate against any individual on the basis of race, creed, religion, sexual orientation, national origin, sex, age, disability, marital status, political affiliation, or any other class protected by Federal, state, or local laws.

Harassment Policy: USADSF and its members shall not tolerate harassment – sexual, verbal, physical, or any other kind – toward any officer, team member, club members, players, and/or fans of any sort during any USADSF tournament or event.

Conduct Policy: USADSF and its members shall engage in appropriate conduct in conformance with the traditions of USADSF tournament and events at all times and in all places. Coaches and managers shall be responsible for the conduct of their teams and players.

Illegal Conduct and Jurisdiction: Any persons found to violate the rules of behavior or regulations governing the use of properties, facilities in the state, county or city where the tournament is held shall be subject to the jurisdiction of the host city.

Substance Use: Any player/fan subject to any misconduct with chemical-based drugs or illegal substances during any USADSF event shall be automatically banned from the premises and further suspended from USADSF for one year or more and will report to all national organization’s suspension lists.

Whistleblower Protection Policy: This Whistleblower Policy is intended to encourage and enable USADSF board members, officers, staff, participants and others to raise serious concerns internally so that USADSF can address and correct inappropriate conduct and actions.

No Retaliation Policy: It is contrary to the values of USADSF for anyone to retaliate against any board member, officer, staff or participant who in good faith reports an ethics violation, or a suspected violation of USADSF bylaws & law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of USADSF. Any person who retaliates against someone who has reported a violation in good faith is subject to discipline.