CODE OF CONDUCT

Policy Owner: **General Counsel**
Effective Date: **November 5, 2026**

1. Purpose

USA Football is the national governing body for American football, including flag and tackle, in the United States. Our mission is to inspire participation and lead the growth of the game while safeguarding the health, safety, and well-being of everyone who plays, coaches, officiates, volunteers, and works within it. The trust and confidence that athletes, ID Holders, affiliates, and the public place in USA Football depend on the integrity of the people who represent it.

This Code of Conduct establishes the standards of behavior expected of Covered Individuals (as defined in Section 2). It is intended to promote a positive, safe, and respectful environment, to protect the reputation of USA Football and the sport of football, and to guide sound decision-making in daily conduct. It reflects the spirit in which USA Football intends to operate; at times, meeting that standard may require doing more than the law strictly requires.

2. Application and Scope

This Code of Conduct applies to the following individuals while acting in a USA Football capacity, and at all times with respect to Sections 6, 7(a), 7(n), 7(p), and 11 (each, a "Covered Individual"):

- Board of Directors;
- Employees and interns ("Staff");
- USA Football ID Holders (any athlete, coach, or official who maintains a USA Football ID in good standing, as defined in the Grievance Policy and the Whistleblower and Anti-Retaliation Policy), including former ID Holders and individuals applying for a USA Football ID;
- National Team and Development Athletes;
- Coaches, Officials, Medical and Team Support Personnel;
- Committee and hearing panel individuals;
- Volunteers and Event Participants (not including spectators – See Event Code of Conduct); and

- Independent contractors, consultants, agents, and others appointed or authorized to act on behalf of USA Football, to the extent provided in their written agreements with USA Football.

This Code of Conduct is in addition to, and does not replace, any employee handbook, bylaws, policies, or written agreements that otherwise apply to a Covered Individual. By accepting a position or engagement with USA Football, each Covered Individual agrees to comply with and be subject to this Code of Conduct. Consistent with Section 18.02 of the Bylaws, each director, officer, standing committee, subcommittee, and task force member, and each key employee shall acknowledge this Code of Conduct in writing upon appointment and annually. This Code of Conduct operates together with the USA Football Conflict-of-Interest and Ethics Policy, Sport Integrity Policy, Whistleblower and Anti-Retaliation Policy, Grievance Policy, and Response and Resolution Policy. Where one of those policies addresses a subject more specifically, that policy controls, except that for sport integrity matters the more protective standard applies. Individuals participating in USA Football events are also subject to the Event Code of Conduct attached as **Exhibit B**.

3. Core Commitments

As ambassadors for the sport of football, each Covered Individual shall:

- Adhere to the highest standards of honesty and integrity, and to the bylaws, rules, regulations, policies, and procedures of USA Football;
- Adhere to the USA Football Response and Resolution Policy, the Minor Athlete Abuse Prevention Policies ("MAAPP") and the U.S. Center for SafeSport Code ("SafeSport Code");
- Adhere to the USA Football Sport Integrity Policy and, as applicable, the integrity rules of the International Federation of American Football ("IFAF"), the United States Olympic & Paralympic Committee ("USOPC") Sport Integrity Policy, and the Olympic Movement Code on the Prevention of the Manipulation of Competitions;
- Adhere to all applicable antidoping rules, including those of WADA, USADA, IFAF, the IOC, and the USOPC, and submit to testing as required;
- Comply with all applicable local, state, federal, and, where relevant, foreign laws, including those governing the possession and use of drugs and alcohol and the provision of drugs to any person and alcohol to minors;
- Place the health, safety, and well-being of athletes, particularly minor athletes, above competitive or performance considerations;
- Refrain from conduct that a reasonable person would view as bringing USA Football or the sport of football into disrepute;
- Engage in no verbal or physical threats against others, and model respect, fair play, and good sportsmanship;

- Support diversity and inclusion while opposing discrimination in all its forms;
- Promptly report violations of this Code of Conduct; and
- Take an active role in preventing the abuse of drugs, alcohol, nicotine, vaping products, and tobacco, and refrain from using alcohol, cannabis, or tobacco products while supervising, coaching, officiating, or otherwise responsible for athletes, including during team travel.

4. Building Trust and Credibility

The success of USA Football depends on the trust it earns from athletes, ID Holders, families, partners, and the public as well as Covered Individuals. We earn credibility by honoring our commitments, acting with honesty and integrity, and pursuing USA Football's mission through honorable conduct. When considering any action, each Covered Individual should ask:

- Is this consistent with USA Football's mission to grow the game while safeguarding the health, safety, and well-being of everyone involved in it?
- Does this put the interests of athletes and the sport ahead of personal or organizational convenience?
- Would I be comfortable if this action were known to athletes, staff, colleagues, and the public?
- Is this a commitment we can follow through on?

If the honest answer to any of these questions is no, the action should not be taken.

5. Respect for the Individual; Nondiscrimination

Every person associated with USA Football deserves to participate and work in an environment of dignity and respect that is free from harassment and discrimination. USA Football prohibits discrimination or harassment against any Covered Individual or other participant on the basis of age, gender, color, race, ethnicity, culture, religion, national origin, sexual orientation, sex, pregnancy, military or veteran status, gender expression, gender identity, genetic information, mental or physical disability, or any other status protected by applicable federal, state, or local law. USA Football is an equal opportunity employer. A Covered Individual who experiences or observes harassment or discrimination should report it as described in Section 16.

6. Athlete Safety and SafeSport

The safety of participants is of paramount importance to USA Football, which maintains zero tolerance for abuse and misconduct. All Covered Individuals are required to uphold the MAAPP, the SafeSport Code and any applicable requirements of the U.S. Center for SafeSport (the "Center").

Athlete rights and protections relating to participation, safe environment, health and wellness, qualified support, and athlete resources are set forth in **Exhibit A** and are incorporated into this Code of Conduct.

Mandatory reporting. Consistent with the SafeSport Code, the Response and Resolution Policy, and applicable law: (1) any adult Covered Individual who learns of information that a child has suffered child abuse must immediately, and in no event later than 24 hours, report it to law enforcement and to the Center; (2) any adult Covered Individual who learns of information that a Participant (as defined in the SafeSport Code) has committed sexual misconduct must immediately report it to the Center; and (3) any Covered Individual who learns of information that a Participant has committed physical misconduct, emotional misconduct, or a MAAPP violation must report it to USA Football at abuse@usafootball.com, through the online Athlete Protection and Abuse Prevention form, or at (317) 614-7750. A report to USA Football, a supervisor, or a coach does not satisfy the obligation to report to the Center or law enforcement. Questions about these obligations may be directed to the General Counsel (compliance@usafootball.com).

7. Prohibited Conduct

Any failure to comply with this Code of Conduct constitutes a violation and may result in disciplinary action. Without limiting the foregoing, the following conduct is prohibited:

a. Violation of, or repeated failure to comply with, the SafeSport Code or the MAAPP;

b. Discrimination or harassment prohibited under Section 5;

c. Any violation of the USA Football Sport Integrity Policy, including Sports Betting, Competition Manipulation, or misuse of Inside Information (each as defined in that Policy), or failure to report or cooperate under that Policy, or any violation of the IFAF integrity rules, the USOPC Sport Integrity Policy, or the Olympic Movement Code on the Prevention of the Manipulation of Competitions, as applicable;

d. The sale or distribution of illegal drugs by any Covered Individual at any time and the possession or use of illegal drugs in the presence of an athlete by a person in a position of authority;

e. Providing alcohol to an athlete, or using alcohol, cannabis, or tobacco products in violation of Section 3, by any person in a position of authority over that athlete;

f. Any act of fraud, deception, or dishonesty in connection with any USA Football-related activity, including the falsification of records, reports, or expense submissions;

g. Any non-consensual physical contact, or obscene, threatening, or abusive language, gesture, or conduct, directed toward any official, athlete, participant, employee, or volunteer;

h. Any physical abuse of an athlete by any person in a position of authority over that athlete;

i. Misuse or unauthorized disclosure of USA Football confidential information, or infringement of the intellectual property or proprietary rights of others;

j. Any violation of the USA Football Conflict-of-Interest and Ethics Policy, including the Statement of Ethics, failure to disclose a Conflict-of-Interest, or failure to follow a directive issued under that Policy, or acceptance or offering of gifts in violation of Section 10;

k. Retaliation prohibited under Section 18, or knowingly making a false report in violation of Section 19;

l. Failure to report a known or reasonably suspected violation of this Code of Conduct, or failure to cooperate with an investigation under Section 20;

m. Conduct that materially interferes with, denies, or undermines an athlete's rights or protections established under **Exhibit A**;

n. Statements or conduct, in any forum, including social media, that are discriminatory, harassing, demeaning, or threatening toward any individual or group, where such statements or conduct are made in a USA Football capacity or are directed at any athlete, participant, official, employee, or volunteer;

o. Aiding, abetting, or encouraging another person to violate this Code of Conduct; bullying or hazing; or any antidoping rule violation as determined by USADA or another competent antidoping authority;

p. Criminal conduct, including a conviction, plea of guilty or no contest, or pending charge for a felony, a crime involving sexual misconduct, or any crime against a minor, or failure to disclose any such conviction, plea, or pending charge to the General Counsel within [seven (7)] days;

q. Unauthorized commercial use of USA Football marks or national team apparel, or theft of or damage to property; and

r. Any other material and intentional act, conduct, or omission not listed above that is detrimental to USA Football or the sport of football.

8. Compliance with the Law

USA Football's commitment to integrity begins with complying with the laws, rules, and regulations that apply to its activities, including the Ted Stevens Olympic and Amateur Sports Act. Each Covered Individual must understand the laws, rules, and policies that apply to their specific role. When unsure whether a contemplated action is permitted by law or USA Football policy, seek guidance from the Legal Department or Human Resources before acting.

9. Conflicts of Interest and Ethics

A conflict of interest exists where a Covered Individual's activities or relationships present the potential for improper personal gain or advantage, or an adverse effect on the interests of USA Football. Conflicts of interest are not necessarily prohibited, but they must be promptly and fully disclosed and appropriately reviewed in accordance with USA Football's Conflict-of-Interest and Ethics Policy. Covered

Individuals must avoid undisclosed conflicts and may not use their position, or confidential information obtained through it, for personal gain. Each Interested Party, as defined in that Policy, must complete the Conflict-of-Interest Disclosure Form annually and upon any material change, and must follow the Statement of Ethics in Section 3 of that Policy.

10. Gifts, Gratuities, and Business Courtesies

Covered Individuals shall not solicit, offer, or accept gifts, gratuities, entertainment, or other business courtesies that could improperly influence, or reasonably appear to influence, decisions made on behalf of USA Football, and shall comply with USA Football's Conflict-of-Interest and Ethics Policy and the Gifts and Entertainment Policy, which controls the limits, approvals, and disclosure of gifts and entertainment, as well as Section 3.5 of the Sport Integrity Policy and the MAAPP standards on gifts to minor athletes.

11. Social Media

For purposes of this Code, social media includes blogs, social networking sites, chat rooms, messaging apps and other sites and other services that permit users to share information. The following principles apply to BOTH professional use of social media as a Covered Individual and personal use of social media referencing or otherwise likely to impact USA Football:

- All Covered Individuals need to know and adhere to this policy when using social media.
- Covered Individuals should be aware of the effect their actions may have on their images as well as USAFB's image. The information Covered Individuals post or publish may become public information indefinitely.
- Covered Individuals should be aware that USAFB may observe content and information Covered Individuals place on social media. Covered Individuals should use their best judgement in posting material that is neither inappropriate nor harmful to USA Football.
- Although not an exclusive list, some specific examples of prohibited social media conduct include posting commentary, content, or images that are defamatory, pornographic, proprietary, harassing, illegal, or libelous, content that creates a hostile work environment, or content involving conduct either illegal or inappropriate given the special position that Covered Individuals hold. If there are questions about what is considered confidential, Covered Individuals should check with USAFB.
- Social media networks, blogs and other types of online content sometimes generate press, media attention or legal questions. Covered Individuals should refer these inquiries to USAFB Communications immediately at media@usafootball.com.
- If Covered Individuals encounter a situation while using social media that is or may become antagonistic, they should disengage from the dialogue in a polite manner and seek the advice of USAFB by contacting USAFB Communications at media@usafootball.com.

- Before posting images or video of a minor athlete, obtain written consent from a parent or legal guardian and the consent of the minor athlete, consistent with the MAAPP. Before posting images of other individuals taken in a USA Football setting, obtain their permission where practical.
- A legal license or written permission to use a third party's copyrights, copyrighted material, trademarks, service marks or other intellectual property should be obtained.
- Nothing in this Code of Conduct, including this Social Media section, is intended to restrict any employee's rights under Section 7 of the National Labor Relations Act or under any whistleblower law, including the right to discuss wages, hours, and working conditions.

12. Confidential Information

In their roles, Covered Individuals may obtain confidential information belonging to USA Football or entrusted to it by third parties. Each Covered Individual must exercise care not to disclose such information, must not use it for personal gain, and must comply with any applicable nondisclosure policy or agreement. Covered Individuals should be particularly careful, when making presentations or proposals to outside parties, not to disclose or misuse USA Football's confidential information. USA Football will likewise respect the proprietary and intellectual property rights of others and will not acquire or use another party's confidential information by improper means.

13. Accurate Records and Public Disclosures

USA Football's records, financial reports, and public communications must be full, fair, accurate, timely, and understandable. No business goal is ever an excuse for misrepresenting facts or falsifying records. Covered Individuals responsible for creating or maintaining records must do so honestly and in accordance with USA Football's policies and applicable accounting principles, and must not improperly influence, mislead, or interfere with any audit. Any Covered Individual who learns that a filing or public communication was untrue or misleading when made must promptly inform executive leadership.

14. Use of USA Football Resources

USA Football resources, including time, funds, materials, equipment, and information, are provided for USA Football business. Reasonable occasional personal use is permitted so long as it complies with applicable policies, does not affect performance, and does not disrupt the workplace. USA Football resources may not be used to create, access, store, or send material that is harassing, threatening, abusive, sexually explicit, or otherwise inappropriate. To protect its interests and its people, USA Football reserves the right to monitor and review the use of its systems, devices, and networks, consistent with applicable law and policy.

15. Open and Honest Communication; Whistleblower Protection

USA Football wants every Covered Individual to feel comfortable raising ethical concerns and expects those in leadership to foster an environment in which concerns can be raised without fear. Individuals who report activity they reasonably believe violates this Code of Conduct or applicable law are protected as "whistleblowers" under USA Football's Whistleblower and Anti-Retaliation Policy, which describes reporting procedures and protections. USA Football will investigate reported concerns and take appropriate action.

Athletes are encouraged to raise questions, concerns, suggestions, or complaints relating to their participation and experience with USA Football. USA Football will endeavor to respond to such concerns clearly, fairly, respectfully, and in a timely manner, consistent with applicable policies and procedures.

16. Reporting Violations

Violations or suspected violations of this Code of Conduct must be reported promptly. Consistent with the Grievance Policy and the Whistleblower and Anti-Retaliation Policy, a report is treated as an Administrative Grievance and may be submitted through the Notice of Grievance Form to the General Counsel (compliance@usafootball.com). If the report concerns the General Counsel or the Judicial Committee Chair, it should be submitted to the Chief Operating Officer (chief@usafootball.com). Staff may also report workplace concerns to Human Resources (Code of Conduct Concern Report), and anyone may call the USA Football Help Desk at (317) 614-7750. USA Football accepts anonymous reports. Reports of child abuse, sexual misconduct, physical or emotional misconduct, or MAAPP violations must be made as described in Section 6 and the Response and Resolution Policy, and sport integrity concerns may also be reported as described in the Sport Integrity Policy. Reports will be reviewed by a disinterested person, and USA Football will determine whether to resolve a matter informally or through the Grievance Policy.

17. Enforcement and Disciplinary Action

A violation of this Code of Conduct may result in disciplinary or corrective action, which may include admonishment, warning, required training, censure, probation, suspension, removal from a position or from competition-related activities, referral to the appropriate adjudicating body (including the U.S. Center for SafeSport, the USOPC, or the U.S. Anti-Doping Agency for matters within their jurisdiction), and, for Staff, disciplinary action up to and including termination of employment. Temporary measures, such as a temporary suspension, may be imposed where circumstances warrant, in accordance with the Grievance Policy. A Covered Individual will be afforded an opportunity to be heard on the merits, in accordance with the Grievance Policy, before any final measure limiting participation is imposed. USA

Football will not deny or threaten to deny any athlete, coach, trainer, manager, administrator, or official the opportunity to participate in amateur athletic competition without fair notice and an opportunity for a hearing, and such individuals retain the right to arbitration described in the Grievance Policy. Any hearing panel convened under this Code of Conduct will include athlete representation consistent with Section 7.03(a)(i) of the Bylaws and the Grievance Policy. Review of alleged violations by directors, officers, and other national-level volunteers falls within the jurisdiction of the Judicial Committee under Section 7.08 of the Bylaws and the Grievance Policy; review of Staff violations is addressed by Human Resources or designee.

18. Anti-Retaliation

USA Football has zero tolerance for retaliation against anyone who, in good faith, reports a violation of this Code of Conduct, participates in an investigation or resolution process, or seeks assistance from the Office of the Athlete Ombuds. Retaliation is itself a violation of this Code of Conduct. Retaliation is defined and governed by USA Football's Whistleblower and Anti-Retaliation Policy.

19. Acting in Good Faith

Anyone reporting a violation or suspected violation must act in good faith and have some reasonable basis for believing there may be a violation. An allegation that is not substantiated, but was made in good faith, is not a violation of this Code of Conduct. However, an allegation shown to have been made maliciously or with knowledge that it was false will be treated as a serious disciplinary offense and a violation of this Code of Conduct.

20. Duty to Cooperate

Every Covered Individual has a duty to cooperate with any investigation or resolution conducted under this Code of Conduct or by the Center, USADA, the USOPC, or IFAF, including sitting for interviews within a reasonable time, providing requested documents and records, and not obstructing an investigation or interfering with witnesses. A failure to cooperate may itself constitute a violation of this Code of Conduct and will be reported to the appropriate body for review.

21. Resources

The following resources are available to raise concerns or obtain guidance:

- USA Football: General Counsel (legal@usafootball.com), Judicial Committee Chair (legal@usafootball.com), General Counsel (legal@usafootball.com), Chief Operating Officer

(chief@usafootball.com), athlete safety reports (abuse@usafootball.com), Code of Conduct Concern Report, or the USA Football Help Desk at (317) 614-7750.

- **U.S. Center for SafeSport:** report abuse or misconduct at uscenterforsafesport.org or 1-833-587-7233.
- **USOPC Integrity Hotline:** report confidentially or anonymously through the USOPC Integrity Portal or call 1-877-404-9935.
- **Office of the Athlete Ombuds:** free, independent, and confidential advice at (719) 866-5000, ombudsman@usathlete.org, or www.usathlete.org.

EXHIBIT A

USA FOOTBALL ATHLETE RIGHTS AND PROTECTIONS

Introduction

As highly accomplished and visible members of the USA Football community, the Athletes' Rights & Protections is designed to establish a high standard of excellence for the members of the National Team on and off the field. These principles will serve to further our culture, guide our behaviors, and direct our decisions.

National Team athletes are in a unique and vital position in furthering our mission and capturing our vision. The Athletes' Rights & Protections will serve as pillars in our pursuit of offering our athletes the world's best athlete support system and in ensuring sustained excellence in all that we do.

Health, Wellness, Injury Prevention and Recovery

Athletes should have access to an environment that supports healthy lifestyle practices, nutrition and hydration, injury prevention, rest, and appropriate time to heal and recover from injury. Athletes should be supported in making personal health decisions and in maintaining their emotional, physical, and mental well-being, consistent with applicable medical guidance and USA Football policies.

Qualified Coaching, Instruction and Medical Support

Athletes should receive coaching, instruction, training, and medical or health support from individuals who are appropriately qualified for their roles and who maintain all required and current professional credentials, certifications, or licenses.

Facilities, Equipment and Athlete Resources

USA Football should endeavor to provide or facilitate access to resources that support competitive participation and athlete development, including properly maintained facilities and equipment, health

and wellness education and training, and athlete support resources. Where applicable, athletes may also receive guidance on personal brand development and football ambassadorship.

EXHIBIT B

EVENT CODE OF CONDUCT

As a Covered Individual at a USA Football event, you are expected to demonstrate good sportsmanship, respect, and personal responsibility at all times. Your actions contribute to a safe, positive, and enjoyable experience for everyone.

Participant Responsibilities

- Be Respectful: Treat teammates, opponents, coaches, officials, event staff, volunteers, and facility personnel with courtesy and respect.
- Practice Good Sportsmanship: Compete with integrity, follow the rules, and demonstrate respect for the game and others, regardless of the outcome.
- Follow Event Rules: Comply with all event policies, schedules, safety requirements, facility rules, and instructions provided by event staff.
- Maintain Appropriate Conduct: Avoid disruptive, abusive, threatening, bullying, harassing, or inappropriate behavior.
- Substance-Free Environment: The possession, use, or distribution of alcohol, tobacco, nicotine products, cannabis, illegal drugs, or other prohibited substances is strictly prohibited.
- Respect Personal Boundaries: Participants must respect the privacy and personal boundaries of others and comply with all lodging, supervision, and facility requirements.
- Use Social Media Responsibly: Do not post content that is threatening, harassing, discriminatory, unlawful, or otherwise inconsistent with the values of USA Football. Participants are responsible for their own online activity.
- Protect the Safety of Others: Engage in conduct that promotes a safe environment and immediately report safety concerns or misconduct to event staff.

Enforcement

USA Football reserves the right to investigate and address any actual or suspected violation of this Code of Conduct. Enforcement actions may include warnings, restrictions on participation, removal from activities or event premises, suspension or dismissal from the event without refund, assessment of costs for any damage caused, and any other action USA Football deems appropriate. Any measure that materially affects an individual's opportunity to participate beyond the current event will be reviewed under the USA Football Grievance Policy.