# USA FOOTBALL SPORT INTEGRITY POLICY

**Policy Owner:** General Counsel
**Effective:** August 14, 2026

## Article I — Purpose and Applicability

**1.1 Purpose.** Integrity is fundamental to the credibility, fairness, and sustainability of sport. This Policy sets the standards of conduct that protect USA Football's competitions from corruption, competition manipulation, misuse of inside information, and improper involvement in sports betting. It applies alongside USA Football's Code of Conduct and Conflict-of-Interest and Ethics Policy, the integrity rules of the International Federation of American Football (IFAF), and — for flag football on the Olympic pathway — the USOPC Sport Integrity Policy, the Olympic Movement Code on the Prevention of the Manipulation of Competitions, and applicable IOC rules. In the event of a conflict, the more protective integrity standard will apply. This policy is not an exhaustive list of every integrity risk; it establishes expectations, prohibited conduct, and the framework for education and enforcement.

**1.2 Applicability.** This Policy applies to all Covered Individuals, and USA Football will require its contractors to comply where relevant. Integrity obligations begin when a person is selected, accredited, or otherwise becomes eligible to participate in an Applicable Competition, and continue until all competition-related and post-event processes have concluded.

## Article II — Definitions

**"Applicable Competition"** means any competition that USA Football sanctions, authorizes, conducts, administers, or recognizes, whether domestic or international; any competition for which USA Football selects Covered Individuals; and any event where the USOPC officially designates entrants. This includes national team selection, camps, trials, and qualifying events, and — for flag football on the Olympic pathway — Delegation Events and their qualifying competitions.

**"Covered Individuals"** means USA Football employees; board, committee, and task-force members with access to high-performance or other inside information; national team athletes; national team staff, including coaches and support personnel; and officials.

**"Inside Information"** means any non-public information that could affect competition outcomes or be used for betting, including non-public injury or health information, team selection before public announcement, competition strategy or tactics, and training or coaching details. It excludes information already published or reasonably accessible to the public.

**"Sports Betting"** (or Sports Wagering) means betting, attempting or offering to bet, agreeing to bet, soliciting or facilitating betting, or inducing another to bet on an Applicable Competition, whether or not the wager is ultimately accepted or settled.

**"Competition Manipulation"** means any act or omission intended to improperly alter the result or course of a competition, or any part of it, contrary to sporting ethics or the principle of fair play.

## Article III — Prohibitions and Requirements

**3.1 Betting.** Covered Individuals may not engage in any Sports Betting on an Applicable Competition, whether placed directly or indirectly, with licensed or unlicensed operators, through sportsbooks, fantasy leagues, or futures/prediction contracts, through third parties, or by any means of payment, including cash or credit, or digital assets. Legal betting on unrelated competitions is permitted, except that no one may bet on any discipline or event sanctioned by USA Football or on any Olympic-pathway competition. Covered Individuals are responsible for knowing the betting laws of any jurisdiction in which they reside, compete, or travel, and may not engage in any illegal or unlicensed betting on any sport.

**3.2 Manipulation.** Covered Individuals may not influence, manipulate, or attempt to influence or manipulate any competitive aspect of an Applicable Competition — including the result, score, margin, performance, statistics, in-competition incidents (prop/spot events), or officials' decisions — so that any aspect is decided by something other than the competitors' merits. A violation occurs even if the attempt is unsuccessful and regardless of any benefit.

**3.3 Inside Information.** Covered Individuals may not request or disclose Inside Information, directly or indirectly, to anyone without a legitimate need to know, where they know or should know it might be used for Sports Betting — including disclosure through social media.

**3.4 Indirect violations and benefits.** Covered Individuals may not direct, request, or encourage third parties to do anything prohibited by this Policy on their behalf, and may not solicit, facilitate, or encourage others to bet, disclose Inside Information, or manipulate a competition. Covered Individuals may not accept or receive any benefit or thing of value in connection with betting, the disclosure of Inside Information, or manipulation, and may not accept a sporting advantage they know or suspect resulted from a violation.

**3.5 Gifts and bribery.** Covered Individuals may not offer, give, accept, or receive any bribe, gift, or benefit that could improperly influence an Applicable Competition. Gifts and entertainment are also subject to the limits, approvals, and disclosure requirements of the USA Football Gifts and Entertainment Policy.

**3.6 Duty to report and cooperate.** Covered Individuals must promptly report any conduct, approach, or information they know or reasonably suspect may violate this Policy, and must cooperate with any investigation, including sitting for interviews within a reasonable time and providing documentation. Failure to report or cooperate, and any obstruction of an investigation, is itself a violation.

## Article IV — Reporting, Review, and Non-Retaliation

**4.1 How to report.** Reports may be made to USA Football through the General Counsel (legal@usafootball.com) or the Judicial Committee Chair (judicial@usafootball.com. For matters involving the Olympic flag football pathway, reports may also be made to the USOPC Integrity Portal (usopc.ethicspoint.com; 877-404-9935) or the IOC Integrity Hotline. Upon receipt of a report, USA Football will notify the Chair of the Judicial Committee for review.

**4.2 Good faith.** Reports must be made in good faith, with some reasonable basis to believe a violation may have occurred. A knowingly false report is itself a violation of this Policy.

**4.3 No retaliation.** USA Football has zero tolerance for retaliation against anyone who reports in good faith or cooperates with an investigation. Consult USA Football's Whistleblower and Anti-Retaliation Policy for more details.

**4.4 USOPC / IOC coordination.** For any matter involving a USAFB-sanctioned competition under the USOPC Bylaws, USA Football's Chief Legal Officer (or designee) will promptly notify the USOPC Chief Ethics & Compliance Officer. Where the USOPC, IOC, or IFAF asserts jurisdiction, USA Football and its Covered Individuals will cooperate fully, and USA Football will recognize and enforce integrity-related sanctions issued by those bodies.

## Article V — Education, Discipline, and Appeals

**5.1 Education and training.** USA Football will provide Covered Individuals with annual materials on competition manipulation, sports betting, misuse of inside information, reporting obligations, and ethical decision-making. Training is mandatory for national team athletes and staff and for credentialed personnel.

**5.2 Investigations and discipline.** Violations are subject to discipline proportionate to the nature and severity of the conduct, which may include warnings, removal or termination, ineligibility or denial of

entry to events and national teams, and suspension or ban. USA Football considers mitigating and aggravating factors (such as early acceptance of responsibility, level of involvement, and cooperation) and reserves the right to refer matters to law enforcement.

**5.3 Appeals and resources.** A person affected by disciplinary action is entitled to a fair and timely resolution in accordance with USA Football's Bylaws and the USA Football Grievance Policy. For Olympic-pathway matters, the person is entitled to the swift and equitable resolution provided under the Ted Stevens Olympic and Amateur Sports Act and the USOPC Bylaws, and to the Court of Arbitration for Sport where applicable.

Team USA athletes may contact the Office of the Athlete Ombuds (ombudsman@usathlete.org) for independent, confidential advice.