

Terms and Conditions of USHU Participation and Membership

In addition to the below terms, members are expected to comply with all applicable laws and regulations in relevant local, state, and federal jurisdictions while attending or participating in US Handball Union, Inc. (“USHU”) activities.

Rights and Obligations

1. **Generally** Member agrees to pay the annual fee(s) established for its Membership Class. Fees are paid yearly and payment is required to activate membership. Membership expires on August 31 of each year, and payment is required to renew or reactivate membership for the next year. Membership fees are nontransferable and nonrefundable; fees are not prorated, regardless of the date of purchase.
2. **Compliance with Policies.** Member agrees to abide by, and shall have all applicable rights and obligations set forth in the USHU Bylaws, these Terms and Conditions, Membership Agreement, and any and all additional policies and procedures adopted by USHU, as any of these may be amended from time to time, all of which are hereby incorporated into “USHU Policies.” Copies of all USHU Policies may be requested from USHU at info@handballus.org if not currently published on its website.
3. **Suspension and Termination.** USHU, at its discretion, may suspend or terminate Membership and cancel or suspend Member participation for conduct prejudicial to purposes and interests of USHU, or otherwise prejudicial to other Members’ enjoyment of their Membership Rights in accordance with standards, rationale and procedures covered in USHU Policies.
4. **Code of Conduct**
 - 4.1. **Overview**
 - 4.1.1. The Code of Conduct Policy of USHU, included herein, establishes ethical standards for officers, directors, volunteers and staff of USHU (collectively “Representatives), all members, and all participants within any and all sanctioned programs, events, activities, and competitions.
 - 4.1.2. The Code of Conduct Policy applies to all Representatives, members, and participants who are involved or engage with any sanctioned USHU program, event, activity, or competition.
 - 4.1.3. The purposes this Code of Conduct Policy is to provide evidence of USHU’s commitment to lawful and ethical conduct of its Representatives, members and participants and to protect those who report violations of the Code of Conduct Policy consistent with USHU’s Whistleblower and Reporting Policy.
 - 4.1.4. The Code of Conduct Policy is intended to supplement but not replace any applicable state or federal laws governing behavior.
 - 4.1.5. Representatives, members and participants must respect and comply with USHU rules, regulations and Policies, observe high standards of conduct, and participate in establishing and maintaining such high standards.

4.2. Expectations of All Representatives, Members, and Participants at Any and All Sanctioned Programs, Events, Activities, and Competitions

- 4.2.1. Display good sportsmanship, fairness, and utmost integrity at all times
- 4.2.2. Contribute to a safe, positive and respectful competition and/or community environment
- 4.2.3. Respect the integrity and judgment of representatives and officials
- 4.2.4. Respect the premises and property of hosts, venues, and fields of play
- 4.2.5. Refrain from argumentation or confrontational gesturing regarding official's decisions
- 4.2.6. Respect all Representatives, participants, spectators, and opponents, in language and actions
- 4.2.7. Take no verbal, written or physical action that threatens the safety of any Representatives, participants, spectators, or opponents.
- 4.2.8. Respect all results and field of play decisions as final.
- 4.2.9. Act appropriately
- 4.2.10. Familiarize oneself with all USHU Policies
- 4.2.11. Support the Sport of Handball, and the growth and perpetuation of its community in the United States

4.3. Zero Tolerance

- 4.3.1. USHU maintains a zero tolerance regarding abuse.
- 4.3.2. The USHU Zero Tolerance for abuse extends to all representatives, members and participants in any and all USHU sanctioned programs, events, activities and competitions.
- 4.3.3. USHU requires every representative, coach and volunteer to assist in creating a safe environment for participants at and during any and all sanctioned USHU programs, events, activities and competitions.

4.4. Prohibited Substances

- 4.4.1. USHU prohibits the use and possession of illegal drugs, alcohol, or, in the case of minors, tobacco for any and all coaches and participants at any and all sanctioned programs, events, activities and competitions.

4.5. Specific Prohibited Activities

- 4.5.1. USHU prohibits nudity and any indecent exposure by any representative, member or participant at any sanctioned programs, events, activities and competitions.

4.5.2. USHU prohibits any representative, member or participant from engaging in sexually oriented or suggestive conversations at any sanctioned programs, events, activities and competitions.

4.5.3. USHU prohibits the possession of any sexually oriented materials to include magazines and videos while participating at any sanctioned program, event, activity and competition.

4.6. Physical Contact

4.6.1. While appropriate physical contact taking place in public where the contact is designed for the benefit of the athlete and does not meet an emotional or other need of an adult while also not having the potential of creating a physical or sexual intimacy is common within sport, USHU prohibits representatives, members and participants from engaging in any other form of physical contact with and or between athletes.

4.7. Bullying

4.7.1. USHU prohibits representatives, members and participants from engaging in any unwanted, aggressive behavior designed to intimidate or harm another through one's superior physical strength, access to embarrassing information, popularity or influence.

4.8. Harassment

4.8.1. USHU prohibits representatives, members and participants from engaging in any activity designed to cause fear or humiliation, reflect discriminatory bias, offend or degrade through physical or non-physical actions towards any other representatives, members or participants at any sanctioned program, event, activity or competition.

4.9. Hazing

4.9.1. USHU prohibits representatives, members and participants from engaging in any activity that could be defined as hazing at any sanctioned program, event, activity or competition.

4.10. Mandatory Reporting

4.10.1. USHU requires all representatives, members and participants to immediately report any violations or suspected violations of the USHU Code of Conduct Policy during any sanctioned programs, events, activities and competitions to a team

official, sanctioned program, event, activity or competition official or USHU representative.

4.10.2. USHU takes any and all reports of inappropriate behavior or suspicions of abuse seriously.

4.10.3. USHU complies with all laws requiring a person to make a report to appropriate law enforcement agencies and requires all representatives, members and participants to either notify a Representative or report directly to law enforcement authorities.

5. Whistleblower and Reporting Policy

5.1. This Whistleblower and Reporting Policy is intended to support a strong culture of integrity and ethical conduct at USHU. It is applicable to all USHU Representatives, members, and participants (herein referred to collectively as “USHU Individuals”). The Policy intends to enable all USHU Individuals to raise concerns in whatever way is most comfortable and effective, and to yield cooperation in any investigations that may follow. This policy encourages USU Individuals and other reasonable parties (i.e., witnesses, victims, etc.) to report in good faith violations of this policy and other USHU Policies, and values and protects those same individuals. USHU has zero tolerance for retaliation of any kind against people who speak up in good faith.

5.2. Violations Covered Under this Policy

5.2.1. Any applicable local, State, or Federal law, rule, or regulation

5.2.2. USHU Policies

5.2.3. Accounting, Financial and Corporate Practices

5.3. If an individual is unsure about whether a matter might be a policy violation or is unsure about their reporting responsibility for a particular type of matter, please start by reviewing the particular policy involved which can be found on our website or requested at info@handballus.org, or reach out for a confidential conversation at ethics@handballus.org. Also, keep in mind that some violations must be reported; including if a USHU Individual suspects any criminal activity against person or property, which should be reported directly to law enforcement immediately.

5.4. Reporting, No Retaliation

5.4.1. USHU has an open-door policy and encourages USHU Individuals to share questions, concerns, suggestions, or complaints in the way and to the people with which they are most comfortable. This means USHU Individuals have options for how to report any concern about a potential ethical, policy, financial or legal violation. USHU has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial or legal violations, or who cooperate with investigations of those reports.

5.4.2. No USHU Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis. USHU also prohibits retaliation against “whistleblowers”.

5.5. Reporting, How to Report

5.5.1. USHU Individuals may always report to a USHU staff member. Or the USHU Individual can make a report to USHU's Ethics and Oversight Committee at ethics@handballus.org. These are people who can also discuss the concern and help make sure it is addressed. USHU Individuals can also make reports to the Executive Director of USHU at mike@handballus.org. Please remember that as a reporter, USHU Individuals do not need to (and should not) investigate the matter of concern or determine fault or how to fix it. The USHU Individual does their part by making it known so the right people can take action. Investigations are discussed in the USHU Bylaws and Ethics and Oversight Committee Handbook.

5.6. Reporting, Acting in Good Faith

5.6.1. Just as we need to make sure that no one in our community is fearful of speaking up, we also need to make sure that no one in our community is fearful about false reports that might harm them. In all cases, we can preserve the safety and dignity of USHU Individuals by acting in accordance with USHU Policies in good faith. With that in mind, anyone reporting a perceived ethical, policy, financial, or legal violation must be acting in good faith and have some basis for believing there may be a violation. Anyone that makes a false report knowing that it is false or that it has no basis is violating this Policy and other USHU policies, in the same way as someone retaliating against a good faith reporter. Such a violation may itself be reported under this Policy and it may lead to serious consequences, including termination of participation and/or membership.

5.7. Confidentiality

5.7.1. In many cases, a reported matter will need investigation in order to reach the right resolution. Cooperation as a reporter or otherwise may be very helpful and much appreciated. Reports will be treated as confidentially as possible; some information may have to be disclosed to certain parties in order to conduct a thorough investigation, to comply with the law, and to provide accused individuals access to due process. If a matter is reported anonymously and the reporter chooses to remain anonymous as it is investigated, USHU will respect that.

5.8. Resolution

5.8.1. In many cases of USHU Policy violations, the Ethics and Oversight Committee, through its judicial panels (covered in the Ethics and Oversight Committee Handbook), will be the proper venue to hear complaints and investigations, and it will render final decisions on matters of alleged violations that are binding on all USHU Individuals.

5.9. Follow Up

5.9.1. If a USHU Individual reports an alleged violation of ethics, USHU Policy, or applicable laws, a USHU representative will be responsible to report back to the USHU Individual on the progress and investigation results as appropriate and if allowed under applicable policy that is alleged to have been violated. And of course, the USHU Individual is always free to follow up to learn more from the person they reported to. Confidentiality and legal obligations may affect the details available. If

the investigation of a report that was made in good faith is not to the satisfaction of the reporter, then the reporter may report that, too.

Agreement that one has read, understood, and agreed to these Terms and Conditions is required for an individual to become a Member, volunteer, participant, or Representative in USHU or its sanctioned programs, events, activities, and competitions. This requirement is not subject to amendment or cancellation by any other agreement between any parties, and may only be superseded by a court of competent jurisdiction in accordance with relevant local, state, or Federal laws.