

UNITED STATES STRONGMAN.

POLICY AND PROCEDURE - CONDUCT OF USS REPS, VOLUNTEERS, ATHLETES, COACHES AND SPECTATORS

Note: This applies to all United States Strongman (USS) state reps, Volunteer Staff AND athletes participating in USS shows as well as coaches and spectators at USS events.

Policy

United States Strongman Reps and athletes are expected to be positive and appropriate role models for the sport of Strongman. USS Rep and athlete conduct must ensure the safety and well-being of staff, volunteers and athletes and promote a positive and respectful environment for all involved.

To accomplish these goals, guidelines regarding staff, athlete and coach/spectator behavior are necessary to set the standards of acceptable behavior and provide guidance to those involved in the sport.

Procedure

USS staff and volunteers shall:

1. **Be fair, consistent, and impartial** to ensure equitable treatment of all competitors.
2. Have a **thorough knowledge** of the rules and procedures for the particular event or position assigned and review them prior to a competition.
3. **Cooperate with fellow staff/volunteers** to conduct competition in a safe and professional manner. Be courteous and avoid confrontations or making derogatory comments to athletes, coaches, spectators, or other officials.
4. **Demonstrate respect and courtesy** for other staff/volunteers. Avoid publicly questioning the performance of other staff/ reps (in person or online);
5. **Not discriminate** against any individual or group on the basis of race, color, religion, gender, national origin, age, or other protected characteristic, in their duties as a USS rep.
6. **Not engage in harassment*** (in person or online) by making unwelcome advances or remarks where such would create an intimidating, hostile, or offensive environment.

Any questions, issues or concerns, with the above, will be directed to the USS president. Any alleged violation of the above WILL result in an investigation** and MAY result in expulsion from your position with United States Strongman.

USS Athletes shall:

1. **Respect other athletes, staff and volunteers** - There is no tolerance for violence or disrespect between USS athletes or towards USS staff (either in person or on-line). Respect includes accepting rules and outcomes of contests, listening to each other's opinions and comments, no discrimination, bullying or stereotyping of other athletes.
2. **Respect the equipment and venues** – All contests are hosted in facilities or outdoor locations; there will be no tolerance for damaging venues or equipment used at contests.
3. **Not discriminate** against any individual or group on the basis of race, color, religion, gender, national origin, age, or other protected characteristic, while at a USS event.
4. **Not engage in harassment*** (in person or online) by making unwelcome advances or remarks where such would create an intimidating, hostile, or offensive environment.

Any questions, issues or concerns, with the above, will be directed to the USS president. Any alleged violation of the above WILL result in an investigation** and MAY result in expulsion from your position with United States Strongman.

Coaches and Spectators at contests shall:

- 1. Respect athletes, staff and volunteers** - There is no tolerance for violence or disrespect at USS shows towards athletes or USS staff (either in person or on-line). Respect includes accepting rules and outcomes of contests, listening to each other's opinions and comments, no discrimination, bullying or stereotyping of others present at the show.
- 2. Respect the equipment and venues** – All contests are hosted in facilities or outdoor locations; there will be no tolerance for damaging venues or equipment used at contests.
- 3. Not discriminate** against any individual or group on the basis of race, color, religion, gender, national origin, age, or other protected characteristic, while at a USS event.
- 4. Not engage in harassment*** (in person or online) by making unwelcome advances or remarks where such would create an intimidating, hostile, or offensive environment.

Any questions, issues, or concerns with the above will be directed to the USS president. Any alleged violation of the above WILL result in an investigation** and MAY result in expulsion attendance at United States Strongman events.

***Harassment may include behavior or action that;**

- Targets a specific person or persons
- Is meant to alarm, annoy, torment, or terrorize, and/or
- creates reasonable fear in the victim/s for their safety or the safety of their family or property

Stalking

- Frequent unwanted phone calls and/or text messages at all hours
- Leaving threats, messages, or gifts for a person at their home, in their car etc

Sexual Harassment

- Unwanted sexual advances and/or requests for dates – online or in person
- Unsolicited touching/gestures

Bullying

- Actions such as making threats, spreading rumors, attacking someone physically and/or verbally, and/or excluding someone from a group on purpose.

****Investigations may include;**

1. Discussion with witnesses and/or those involved in the allegations
2. Review of social medial posts, texts or other written medium
3. Any other means of gathering information, as deemed fit by the USS president

All information, reports, investigations, discussions, etc. will remain confidential at the request of the individual(s) involved.