

USATF Anti-Discrimination Policy

SCOPE

This policy applies to all USA Track & Field, Inc. ("USATF") full time, part time, temporary, and unpaid employees ("employees") as well as independent contractors, officers, directors, committee members, members, athletes, coaches, athlete representatives, officials, and volunteers.

PURPOSE

USATF is committed to leadership in the sport of track & field in the United States and internationally, and because we operate in the public spotlight, we are expected to conduct our affairs consistent with this great trust that has been placed upon us. This requires that our behavior conform to the highest ethical, moral, and legal principles. For these reasons, and in compliance with applicable laws, USATF prohibits discrimination on the bases set forth below.

STATEMENT OF POLICY

Any USATF activity or event should be open to any USATF member properly qualified under the rules of that activity or event. No employee, independent contractor, officer, director, committee member, member, athlete, coach, athlete representative, official, or volunteer of USATF shall discriminate on the basis of race, color, religion, sex, age, national origin, ancestry, creed, physical or mental disability, sexual orientation, or any other classification protected by applicable local, state or federal laws, where applicable.

The above policy includes restricting the ability of a USATF member to qualify for or participate in competition based on the above classifications and discriminating in the allocation of resources and/or opportunities to any USATF member or prospective USATF member based on the above classifications, provided that the member is properly qualified under the rules of such competition or opportunity.