

## SUBPART D - CODE OF CONDUCT

*[Editor's Note: At the 2007 Annual Meeting in Anaheim, CA, the Governance Committee voted unanimously that the Codes of Conduct and Penalty provisions contained in Subpart D of the Code, Articles 80, 81, 82, 83 and 84, are policy matters to be under the purview of the Board of Directors of the Corporation. The determination by the Governance Committee was ratified unanimously by the General Assembly on September 28, 2007. Articles 80 through 84 that follow were adopted by the Board of Directors as policy on December 28, 2007, and are effective immediately.]*

### Article 80 - General Conduct

#### **580.1 Applicability.**

(a) All members of USA Diving shall abide by this Article 80 of the Code of Conduct.

(b) Nothing in this part, Articles 80, 81, 82, 83, and 84, shall be construed to create liability on the part of USA Diving, Inc. for any injury or damage suffered or claimed to be suffered by any person, whether or not involved in activities described herein, and whether or not arising from a violation of provision contained herein. The contents of the specified Articles do not create a duty on the part of USA Diving to supervise its members or others for the benefit of any individual. The purpose of these Articles is limited to the establishment and enforcement of the Codes of Conduct solely for the benefit of USA Diving. No other person or entity is an intended beneficiary hereof, except to the limited extent necessary to support standing as a complainant in the administrative remedies provided for herein.

#### **580.2 Acceptance.**

(a) By applying for membership in USA Diving, an individual accepts and agrees to abide by this Code of Conduct as a condition of membership.

(b) In the case of athletes who have not yet attained an age of legal majority, a parent or legal guardian must also accept and agree to abide by this Code of Conduct on behalf of the athlete as a condition of membership.

#### **580.3 Adherence to domestic law.**

(a) All members of USA Diving are expected to adhere to federal, state, and local laws, and to avoid acting in any manner that would bring disrepute upon the organization of USA Diving. As stated in Article 70 of the *USA Diving Code*, any actions that bring disrepute on the organization are grounds for expulsion.

(b) Certain legal actions against a member or applicant constitute grounds for immediate action by USA Diving Specifically,

(1) A felony conviction within the United States is sufficient reason for the rejection of a membership application or revocation of membership.

(2) A felony indictment or other formal charge of a crime within the United States is sufficient reason for suspension from involvement in the business of USA Diving until the conclusion of litigation.

(3) Any rejection, revocation, or suspension authorized by (b)(1) or (2) is effective upon notice by the Vice Chair Administration to the member or applicant. Such actions may be appealed in accordance with the procedures established in Subpart C of this *Code*.

**580.4 Other prohibited behavior.**

(a) **Violent crimes.** Violent crimes or acts that involve the abuse or exploitation of children is unacceptable. A criminal history of violent crime or abuse or exploitation of children is cause for denial or revocation of membership.

(b) **Alcohol or controlled substances.**

(i) **Alcohol restrictions.** The abuse of alcohol is prohibited and is a violation the Code of Conduct. Additionally, any member acting as spectator or official visibly under the influence of alcohol, will be considered in violation of the Code of Conduct.

(ii) **Drug restrictions.** Use of controlled or banned substances other than those prescribed by a physician is prohibited. Members are reminded of the consequences that could result from prosecution of a drug-related offense.

(c) **Sexual harassment.** Any unwelcome sexual conduct is unacceptable. Any sexual advances directed at a minor are particularly objectionable. Any athlete, coach, or official who engages in "quid pro quo" behavior or behavior that creates or contributes to a sexually hostile environment is violating this Code of Conduct.

(d) **Discrimination based on race, religion, national origin, or gender.** In accordance with 239.5, which asserts that all activities of USA Diving are to be conducted without regard to race, religion, national origin, or gender; any discriminatory act or acts that create a hostile environment for other members are violations of this Code of Conduct.

(e) **Indiscreet or Destructive behavior.**

(i) Indiscreet or destructive behavior will not be tolerated.

(ii) **Hazing,** Any form of hazing as well as so-called "initiations" that include unwanted or uninvited touching of one person by another, or activity that humiliates or demeans another person, with or without that person's consent, shall be deemed to be indiscreet and destructive behavior and is specifically classified as a Penalty 3 violation under 584.3. Every effort should be made to avoid "guilt by association" with such activities.

**580.5 Duty to report violation.** It is the duty of any USA Diving member who observes an obvious violation of this Code of Conduct to report it.

**580.6 Penalties.** Penalties for violations of the provisions of this Article 80 shall be assessed in accordance with Article 84 of this subpart.

**Article 81 -- Conduct on International Trips and for Competitive or Training Activities Conducted by USA Diving**

**581.1 Applicability.**

(a) All members involved in the competitive preparation of the athletes and the athletes will abide by this Code of Conduct. This includes Team Leader, coaches, official and unofficial, athletes, trainers, massage therapists, psychologists, and other members identified by the Team Leader as part of The Competitive Preparation Team. Although not part of The Competitive Preparation Team, USA Diving members, employees or contractors traveling with and/or staying with the Team are subject to this Code of Conduct during the time they are with the Team. (e.g. If traveling with the Team to and or from the competition the code would apply during travel only, if traveling separately but staying with the Team the code would apply during the stay at the hotel only).

(b) The determination of the status of any person shall be made without regard to whether such person's travel, room and board, or other expenses are being paid, in whole or in part, by the Corporation or from other sources. For all purposes in this Article 81 the group defined by sections (a) above shall be referred to as the "Team."

(c) Notwithstanding the foregoing, it is recognized that a coach or staff member may have official duties as a representative of the Corporation and it may be necessary for such person to attend meetings or other functions and participate in activities that would result in a violation of this Code of Conduct. On a trip by trip basis the Vice Chair, Competitive Excellence or the Chief Executive Officer will inform the Team Leader of the possibility of such situations and the Team Leader will inform all team members and staff. In the event that such situations become known only after the Team has arrived at the meet site the Team Leader will have the same authority as the Vice Chair, Competitive Excellence or the Chief Executive Officer to permit attendance at such functions by specified coaches or staff members. In such situations conduct by a coach or staff member will not be a violation of this Code of Conduct.

#### **581.2 Acceptance.**

(a) All participating Team members will accept the guidelines, duties, and responsibilities of their respective positions.

(b) The Corporation may designate a specific individual as the "Team Leader" who will be the person in charge. In the event that a specific Team Leader is not appointed, in that event the head coach or another staff member shall be designated the person-in-charge of the trip prior to departure and shall perform the duties of Team Leader under this Article 81.

(c) This Code of Conduct for International Trips must be signed at the time an individual is named to the Team for an international trip. In the case of Junior athletes, a parent or legal guardian also must sign. The provisions of the Code of Conduct take effect on the date and time when travel to the meet is initiated and continue in force until the date and time on which travel is completed.

(d) The Team Leader, with the approval of the CCE, may modify this Code of Conduct for International Trips for specific competitions. This Code of conduct, and any trip specific modifications, must be available for review and signature by Team Members at time of qualification or selection.

#### **581.3 Team meetings.**

(a) All members of the staff will meet as soon as possible to discuss Team policies and be sure all staff members have a common understanding of the expected standards of conduct before meeting with the athletes.

(b) As soon as possible after the staff meeting, a full Team meeting should take place. The Team Leader must ensure that:

(1) The Code of Conduct is thoroughly reviewed with all participants;

(2) Per Diem is distributed to athletes;

(3) A team captain is elected;

(4) Training times are set for upcoming days as far in advance as possible;

(5) All Team members are aware they must:

(i) Train together unless excused by the Team Leader; and

(ii) Wear USA-identifying clothing to all training and competition sessions;

(6) A Team meeting is held every day at a time and place designated by the Team Leader. Any absence from the daily Team meeting must be approved in advance by the Team Leader;

(7) Team members will attend each competitive session unless excused by the Team Leader;

(8) The team captain is assigned responsibility for organizing the Team in the stands so members can sit and cheer together; and

(9) When possible, an educational or recreational team function to see and learn about the area is planned at USA Diving expense.

**581.4 Official uniform.**

(a) All Team members will wear and/or use the official equipment and uniform supplied exclusively at all International competitions within the United States except for the athletes' swimsuits. Outside the United States the uniform is only required in the competition venue.

(b) When traveling, the dress code prohibits jeans, cutoffs, T-shirts and sandals. The team will wear collared shirts or blouses when arriving in a foreign country, unless otherwise directed by the Team Leader.

**581.5 Adherence to foreign laws.** Team members are reminded that laws of most countries are significantly different from the laws of the United States. U.S. citizenship does not grant immunity to the laws of foreign nation when a guest of that nation. Violating laws of a foreign nation can result in significant detriment to an individual. Most foreign nations do not grant the individual, whether a citizen or guest, the personal rights to which U.S. citizens are accustomed. The Corporation may not be able to render assistance in the event a Team member is taken into custody. Generally, the exercise of good behavior, common sense and "good neighbor" principles will be sufficient to avoid unwanted incidents.

**581.6 Curfew.**

(a) Curfew for all trips is 11 p.m. until the last day of competition and 1 a.m. the last night before departure for all athlete Team members.

(b) Curfew for non-athlete Team members will be as set by the Team Leader.

(c) In exceptional circumstances, the Team Leader may change the curfew.

**581.7 Prohibited behavior.**

(a) **Alcohol restrictions.** On International trips, the use or possession of alcohol is prohibited and is a violation the Code of Conduct. Additionally, any Team members visibly under the influence of alcohol, will be considered in violation of the Code of Conduct.

(b) **Drug restrictions.** Use of drugs other than those prescribed by a physician or approved by a staff member is prohibited. Team members are reminded of the consequences that could result from prosecution of a drug-related offense in a foreign country. FINA rules also prohibit the use of specified drugs.

(c) **Tobacco restrictions.** Smoking or use of tobacco products in public while on a team trip is unacceptable.

(d) **Indiscreet or Destructive behavior.** Indiscreet or destructive behavior, including, but not limited to indiscreet sexual behavior, is prohibited and will not be tolerated. Every effort should be made to avoid "guilt by association" with such activities.

(e) **Hazing.** Any form of hazing as well as so-called "initiations" that include unwanted or uninvited touching of one person by another, or activity that humiliates or demeans another person, with or without that person's consent, shall be deemed to be indiscreet and destructive behavior and is specifically classified as a Penalty 3 violation under 581.3. Every effort should be made to avoid "guilt by association" with such activities.

(f) **Medicines.** The distribution by a Team member other than the authorized medical staff of any prescription to another Team member is prohibited and is a violation of the Code of Conduct.

(g) **Minors.** Unless authorized in writing by the minor Team member's parent or legal guardian delivered to the Corporation prior to the commencement of the trip, at no time will the Team Leader leave the charge of any minor Team member to any adult athlete Team member regardless of how responsible the Team Leader may feel the adult athlete Team member or minor athlete Team member are. Additionally, at no time what-so-ever

will a minor athlete Team member or group of minor athlete Team members be left in their own charge, except when in their hotel room.

(h) **Personal activities.** Participation in activities with family or friends when those activities conflict with Team training, Team functions, or attendance at competitive sessions is not permitted.

**581.8 Spouses or Parents.** The spouse or parent of a Team member who accompanies a team on an International trip will have no voice in Team matters and should not interfere in any way with Team activities, unless that person is designated as an official Team member. Violators of this provision will not be permitted to travel with an International team in the future.

**581.9 Reports.** All Team members (staff and athletes) on the return trip must complete a debriefing report. Athletes reports must be collected by the Team captain, placed in a sealed envelope, and given to the Team Leader. ) All reports should then be forwarded to the USA Diving National Office for review by the appropriate committee for analysis and any necessary action.

**581.10 Failure to report violation.** Any Team Leader who fails to report a Code violation is also in violation of the Code of Conduct and subject to its penalties.

**581.11 Team member agreement for international competition.**

I hereby agree to abide by the rules of conduct set forth in Article 81 above, and acknowledge that, should I violate any provision contained in Article 81, I will be subject to disciplinary action as set forth in Article 84, including, but not necessarily limited to, suspension from future domestic and international trips sponsored by USA Diving, loss of financial support, or expulsion from the Corporation.

Date	Signature of Team member
Competition	Signature of Athlete's Parent or Legal Guardian

**581.21 Code of conduct for other activities conducted by USA Diving.**  
[Added Sept. 17, 2005, effective Jan. 1, 2006]

(a) The Committee for Competitive Excellence will prepare a code of conduct for all athletes and coaches participating at the National Training Center, Olympic Medal Program Selection Camps, the elite training camps, and such other activities conducted by USA Diving as the CCE deems appropriate. All athletes and coaches participating in such activities shall be required to read and accept that code of conduct as a condition of participation.

(b) The Committee for Competitive Excellence will define the penalties for violation of the code of conduct consistent with the provisions of Article 84.

(c). The Committee for Competitive Excellence will make a determination as to the applicability of this section to specific activities. The National Office will make notification of that applicability to applicants or participants, as the case may be, in the first announcement or invitation.

**Article 82– Coaches' Code of Conduct**

**582.1 Objective.** The conduct and ethical behavior of a coach member of the Corporation is determined by the degree of respect with which the coach interacts with the public that the coach serves. This public consists of fellow coaches, athletes, administrators, media and the public in general. The intent of this Coaches Code of Conduct is to define the parameters of that interaction, and to provide a means for requiring adherence to the component of the code of conduct. Compliance with the Coaches Code of Conduct depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peer and public opinion, and finally, when necessary, and as a last resort, upon enforcement through disciplinary proceedings.

**582.2 Personal conduct.**

(a) The integrity of the sport of diving is imperative. Coaches shall respect and teach the dignity of the sport, its officials and competitors, and the clubs, teams and organizations they represent; and the rules, regulations, and policies governing those organizations.

(b) A coach shall wear appropriate attire to complement the integrity and professionalism of the sport of diving. When necessary a coach shall be sensitive to national sponsors and the apparel provided for specified events and special occasions.

(c) In the sport of diving, coaches are regularly called upon to serve as judges and referees. A coach member of the Corporation shall conduct herself/himself in an honest and unbiased manner basing the coach's judgment solely upon the technical skills and aesthetics of the performance as provided for in the rules of competition.

(d) All professional communication shall be conducted in an honest, open manner consistent with the best interest of the sport and the Corporation. Integrity is a basic part of coaching, whether financial or dealing with events, entries, athletes, parents, and administrators. A coach member's communication should be accurate at all times to the best of the coach's knowledge and belief.

(e) A coach member shall not abuse alcohol. A coach member shall not use or possess any controlled substance without proper medical authorization. A legal conviction for illegal possession or sale of any controlled substance shall be a per se violation of this provision.

**582.3 Coaches' Recruiting.** In all matters regarding the changing of organizational affiliation of athletes, the initiation of the discussion of such change shall be by the athlete or the athlete's legal guardian and not by the coach or anyone acting on behalf of the coach.

**582.4 Coach to athlete.**

(a) A coach will always make decisions based on the best interest of the athlete.

(b) A coach member shall not engage in sexual relations with a minor.

(c) A coach shall not otherwise engage in sexual misconduct. Sexual misconduct consists of any behavior that utilizes the influence of the coaching position to encourage inappropriate intimacy between coach and athlete.

(d) A coach of a collegiate athlete shall not engage in sexual relations with any collegiate athlete they coach, regardless of the athlete's age.

(e) A coach shall not provide, encourage, or engage in the use of controlled substances or abuse alcohol with an athlete.

**582.5 Coach to community.** Conviction of a coach for a crime of moral turpitude shall be a per se violation of this Code of Conduct. (See also 582.2 above.)

**582.6 Enforcement procedures.**

(a) Enforcement of this code of conduct shall be by means of the procedures described in 470.2 or 470.3.

(b) Notwithstanding the provisions of 470.4, any Board of Review impaneled for consideration of a breach of this Code of Conduct shall have five members at least two of whom are coach members in good standing of USA Diving and who may also be members in good standing of a professional diving coaches association.

### **Article 83 – Supplemental Standards of Ethical Conduct for Officers and Directors**

**583.1 Basic Obligation.** Service as an officer or director within USA Diving is a position of trust. Each officer and director has a responsibility to USA Diving and its members to place the welfare of the organization above private gain. To ensure that every USA Diving member can have complete confidence in the integrity of USA Diving, each officer and director shall respect and adhere to the principles of ethical conduct set forth in this section, as well as the general standards of conduct established in Article 80.

**583.2 General principles.** The following general principles apply to every USA Diving officer and director. In situations not covered by the standards set forth below, officers and directors shall apply the principles set forth in this section in determining whether their conduct is proper.

(a) Officers and directors shall not hold financial interests that conflict with the conscientious performance of duty.

(b) Officers and directors shall not engage in financial transactions using nonpublic information or allow the improper use of such information to further any private interest.

(c) An employee shall not solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities with USA Diving or whose interests may be substantially affected by the performance or nonperformance of the officer's or director's duties.

(e) Officers, directors, and committee chairs shall not knowingly make unauthorized commitments or promises of any kind purporting to bind USA Diving

(f) Officers and directors shall not use their USA Diving posts for private gain.

(g) Officers and directors shall act impartially and not give preferential treatment to any private organization or individual.

(h) Officers and directors shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, sexual orientation, age, or handicap.

(i) Officers and directors shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in this article. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

#### **583.3 Disqualifying financial interests.**

(a) **General restrictions.** Officers and directors are prohibited from participating personally and substantially in an official capacity in any particular matter in which the officer or director or any person whose interests are imputed to that officer or director has a financial interest.

(b) **Definitions.** For purposes of this section, the following definitions shall apply:

(1) *Direct and predictable effect.*

(i) A particular matter will have a direct effect on a financial interest if there is a close causal link between any decision or action to be taken in the matter and any expected effect of the matter on the financial interest. An effect may be direct even though it does not occur

immediately. A particular matter will not have a direct effect on a financial interest, however, if the chain of causation is attenuated or is contingent upon the occurrence of events that are speculative or that are independent of, and unrelated to, the matter.

(ii) A particular matter will have a predictable effect if there is a real, as opposed to a speculative possibility that the matter will affect the financial interest. It is not necessary, however, that the magnitude of the gain or loss be known, and the dollar amount of the gain or loss is immaterial.

(2) *Imputed interests.* For the purposes of this article, the financial interests of the following persons will serve to disqualify an officer or director to the same extent as if they were the officer's or director's own interests:

- (i) the officer's or director's spouse;
- (ii) the officer's or director's child or parent;
- (iii) the officer's or director's general partner;
- (iv) An organization or entity in which the officer or director serves as officer, director, trustee, general partner, or employee; and
- (v) A person with whom the officer or director is negotiating for or has an arrangement concerning prospective employment.

## **Article 84 - Penalties for Violations of the Code of Conduct**

### **584. 1 Introduction.**

(a) The penalties set forth in sections 584.2 through 584.10 shall be presumed to be correct. Actual penalties for particular wrongful conduct may be greater or lesser than the suggested penalties, depending on the seriousness of the conduct and the facts surrounding the acts giving rise to the violation. The National Board of Review shall have appellate jurisdiction over any deviation from the presumptive penalties.

(1) Penalties One and Two are specific to behavior on international trips and should be imposed by the Team Leader as soon as the infraction is discovered. The remainder of the penalties may be applied to any violations of this Code of Conduct by the the Vice Chair for Competitive Excellence and the Vice Chair Administration, or by either of them with the approval of the Chair of the Board or the CEO.

(2) Assessment of these penalties in no way limits the right of USA Diving to pursue legal remedies in civil or criminal court.

(3) Notwithstanding any provision of this Article 84 to the contrary, any athlete or other member of the Corporation shall have full rights as provided under Article 70 of the *Code*, Disciplinary Proceedings and Complaints regarding the violation of this Code of Conduct or the imposition of any penalty relating to a violation.

(b) (i) The penalties set forth in section 584.9 and 584.10 are applicable to all members of USA Diving and are intended to be available to the initial reviewing authority or any appellate authority. (ii) The penalties are such that successive violations of the same provisions of the Code of Conduct are cumulative and will lead to a higher level of penalty. A single act may lead to the violation of more than one provision of the Code of Conduct and, therefore, the assessment of more than one penalty. Where violation of multiple provisions of the Code of Conduct include suspension for a period of time, it is the presumption that the suspensions will be served concurrently, not consecutively, unless it is determined that the acts warranting the suspension are of such an egregious nature that application of consecutive suspensions is warranted. (iii) For purposes of (ii) above, violations of the Code of Conduct leading to the imposition of a penalty enumeration in Penalty One through and inclusive of Penalty Five occurring more than three years in the past will not be considered.

**584.2 Penalty One.**

(a) For all international competitions, the Team member will be given a curfew for the remainder of the trip to which the athlete will have to adhere. A formal letter will be sent by the Team Leader to the CEO with a copy to the Chair of the International Diving Committee. The letter will be filed with the CEO and the Chair of the International Diving Committee as a first offense.

(b) If for any reason the athlete is found away from their room in violation of the curfew imposed pursuant to subparagraph (a) above, that violation will be considered a second offense and will earn Penalty Two; and, a formal letter detailing the nature of the offense and the penalty imposed shall accompany that athlete on the athlete's subsequent trip, at which point they would begin at Second Offense for any further violations.

**584.3 Penalty Two.**

(a) A formal letter will be sent to the CEO, Committee for Competitive Excellence and Board of Directors of USA Diving by the Chair of the International Diving Committee. At the first available time following the conclusion of the trip the Team member, his or her coach, and the Committee for Competitive Excellence will have a conference telephone call to discuss the violation and prevent another violation.

(b) A Team member must select i) to forfeit the next international trip for which the are selected or qualify, or ii) to personally pay all of the expenses and costs of the trip in advance and will receive no per diem.

**584.4 Penalty Three.**

(a) Any Team member in violation will be suspended from all international competition for six months and will forfeit any current and/or future financial support for the term of the suspension. Suspension will be given at the time USA Diving notifies the Team member.

(b) For a Team member under the age of 18, the Team member will be sent home immediately from the competition at the parents' expense. If not possible, the Team member will be benched for the remainder of the meet. Notwithstanding the provisions of subparagraph (a) above, a Team member under the age of 18 will also not be eligible for the next international age group meet for which they may qualify.

**584.5 Penalty Four.** Disqualification from acting as a coach or instructor at any USA Diving-sponsored camp, clinic, or competition for one year.

**584.6 Penalty Five.** Suspension from all national and international competition for one year.

**584.7 Penalty Six.**

(a) The individual is banned from participation in USA Diving competitions for life. A letter will be sent that notifies all parties to the lifetime ban.

(b) The athlete under the age of 18 will be banned from all national and international competition for one year and will be on probation for the remainder of their eligibility for age group events. If the athlete under the age of 18 is already on suspension, this ban is an additional year, not a concurrent year, for a maximum two-year penalty. Upon leaving age group competition, the athlete may ask for a Board of Review to begin the process at an earlier penalty stage, but shall abide by the findings of the Board of Review as a competitor over the age of 18.

**584.8 Penalty Seven.** Expulsion from the Corporation.

**584.9 Specific infractions.**

(a) Some specific infractions and corresponding penalties are listed below. They apply to both Senior and age group competitions, and to the general conduct of USA Diving business. This table is for guidance purposes only and is not intended to limit the range or duration of penalties imposed by an officer of USA Diving, Inc. or a Board of Review.

Violation	Penalty Level	Offense
First	1	Team disruption/failure to adhere to trip staff rules when traveling
First	1	Smoking or use of tobacco products in public
First	1	Personal activities in conflict with scheduled Team activities
First	1	Curfew violation
Second	2	Second curfew violation, same trip
First	3	Indiscreet behavior or destructive behavior, including indiscreet sexual behavior
First	5	Alcohol or substance abuse
Second	6	Alcohol or substance abuse
First	5	Theft of Team member, host, or USA Diving property
Second	6	Theft of Team member, host, or USA Diving property
First	4	Violation of the Coaches' Code of Conduct (Article 82)
Second	5	Violation of the Coaches' Code of Conduct (Article 82)
Third	6	Violation of the Coaches' Code of Conduct (Article 82)
First	6	Sexual harassment
Second	7	Sexual harassment
First	7	Sexual molestation, rape
First	7	Felony conviction of a violent crime
First	7	Felony conviction of <u>sexually based crime involving a minor victim</u>
First	5, 6, or 7 depending on severity	Ethical violations under Articles 80 or 83

#### 584. 10 Additional Actions to Address Unethical Behavior.

(a) In response to either a formal complaint or circumstances that create the appearance of impropriety, an officer of USA Diving or a Board of Review may issue:

- (1) A letter reminding the offending member of the requirements of this Code of Conduct;
- (2) A letter of reprimand;
- (3) A letter of reprimand with a requirement of corrective action;
- (4) A letter of censure; or
- (5) A request that the Board of Director issue a public reprimand or censure.

(b) Any of the actions listed above may be taken in addition to the sanctions provided in 470.1 or elsewhere in Article 84.