Revised Code of Conduct for National Team Members
(Taken from USIHC NT Mission)

All team members including riders, team leaders, and team trainers agree to the following code of conduct:

1. I agree to abide by the rules, policies, and procedures of FEIF and the USIHC and acknowledge that my failure to do so may result in my immediate suspension from the team.

2. I agree to abide by the USIHC Trainer Code of Ethics. I understand that horse welfare, dignity, safety and health of horses are paramount and I commit to place them above all other interests.

3. I agree to act in a sportsmanlike manner toward my teammates and to all other persons at all events and competitions where I represent or may be perceived as representing the team. I recognize that I am an ambassador of my country and will conduct myself accordingly. I agree that everyone involved in our sport, whether a part of the National Team or not, should be safe and treated with respect. I understand and acknowledge that all forms of harassment, bullying (including cyberbullying*) and abuse constitute violations of the USIHC National Team Code of Conduct and will not be tolerated by USIHC. I also understand that any National Team member found to engage in harassment, bullying (including cyberbullying) and/or abuse will be subject to immediate disciplinary action, which may result in suspension or removal from the National Team.

4. I understand that my attendance is required at 80% of team events and meetings unless I receive an excused absence from the Team Leader.

*Cyberbullying involves the use of information and communication technologies (for example, cellular phones, digital cameras, computers and PDAs) for the purpose of engaging in deliberate, and / or hostile behavior by an individual or group with the intention of harming others. Cyberbullying may include cyber harassment, cyber stalking, and the invasion of privacy, all of which constitute violations of the USIHC National Team Code of Conduct. Cyberbullying can cause significant harm, including loss of reputation, humiliation and embarrassment, clinical depression, fear and anxiety, loss of self-esteem and even self -injurious and suicidal behavior.

Revised Code of Conduct for Development Team Members

I. The mission of the Development Team is to provide educational opportunities, coaching, outreach, and development opportunities for USIHC members who are interested in Icelandic Horse Sport here in the USA ("Sport"), at any level, from novice to individual and open classes.

II. Requirements: (i) current USIHC member in good standing; and (ii) commitment to competing in Sport

III. An annual membership fee of $50.

IV. Members will receive a hat and water bottle with the USIHC Development Team logo and have the opportunity to purchase other team merchandise.

V. The Development Team will be coordinated by a team leader;

VI. A Development Team committee will be assembled by the team leader to organize other events (4-6 per year).

VII. National Team members are encouraged, but not required, to participate in the Development Team through informal mentoring or social support of Development Team members. One of the core goals of the Development Team is to provide outreach and support to all the membership, recognizing that "the best competition horses also make the best trail horses" for purposes of encouraging participation in sport throughout the membership. Nothing about this provision encouraging National Team members to participate informally with the Development Team should be construed to require National Team members who are professional trainers or professional riding instructors to provide formal instruction, training, or other services without compensation.

VIII. Code of Conduct: All team members agree to the following code of conduct: (i) to abide by the rules, policies, and procedures of FEIF and the USIHC and acknowledge that any failure to do so may result in immediate suspension from the Development Team; (ii) to agree that horse welfare, dignity, safety and health of horses are paramount and to commit to place them above all other interests; (iii) to act in a sportsmanlike manner at all events and competitions where I represent or may be perceived as representing the team; (iv) to agree that everyone involved in this sport, whether a part of the Development Team or not, should be safe and treated with respect, and that forms of harassment, bullying (including cyberbullying*) and abuse constitute violations of the USIHC Development Team Code of Conduct and will not be tolerated by USIHC; and (v) acknowledge that any Development Team member found to engage in harassment, bullying (including cyberbullying) and/or abuse will be subject to immediate disciplinary action, which may result in suspension or removal from the Development Team.

Conflict Resolution and Disciplinary Action

It is the goal of USIHC to ensure a positive environment and all members, including National Team, Development Team, Youth members and USIHC certified Trainers and Instructors are expected to follow the applicable Code of Conduct. Members are strongly encouraged to speak to an individual in private regarding any matters they may feel are a violation of the Code of Conduct before initiating a formal complaint. Often a face-to-face dialogue can resolve misunderstandings and maintain the spirit of community and team. In the event that assistance is required to resolve a complaint, a team member may send the details of the complaint in writing to any USIHC Board Member, the Elected Team Rider Representative, National Team Leader, Trainer Certification Subcommittee Chair and/or Education Leader, Team Trainer, and/or Sport Leader, who shall forward the same to the USIHC Board of Directors.

The USIHC Board of Directors shall, in their sole discretion, submit the written Complaint to either:

1. A designated representative who shall address the complaint directly and confidentially with the individual(s) subject to the Complaint; or
2. Designate a panel to conduct further investigation and recommend action. The panel shall consist of one current USIHC Board Member, plus two other independent persons selected by the USIHC Board in the same manner that the USIHC appoints individuals to the election commission. This three-person panel is tasked with investigating the allegations in the complaint, speaking with the person(s) who submitted the complaint, speaking with the person(s) subject to the complaint, and what other relevant persons or documents the panel deems fit. After investigation, the panel will make a recommendation to the USIHC Board about how to proceed, with options including recommendations that: 1) no further action be taken; 2) such individual(s) receive informal, unwritten, and confidential reprimand; 3) such individual(s) receive written and confidential reprimand; 4) such individual(s) to lose their USIHC Trainer's or Instructor Certification status or be expelled from the USIHC National or Development Team; or 5) the USIHC Board of Directors engage in expulsion under Section 8 of the USIHC Constitution. A recommendation of expulsion shall be made to the USIHC Board of Directors for a final decision at their sole discretion. For any recommended disciplinary action other than expulsion (which is addressed in Article X of the USIHC Constitution), the subject(s) of the Complaint may, at their sole expense, elect to engage an independent, outside law firm or other representative to represent them during the disciplinary process.
3. During this process, the Board of Directors shall, in their sole discretion, determine whether any individual(s) involved in the complaint, whether as a submitting party or as the subject of a complaint, shall be placed on probation or suspension with regards

to the National Team, Development Team or USIHC Trainer or Instructor Certification, and if so, for what period of time.