

USTA SPORT INTEGRITY POLICY SUPPLEMENT
Supplemental Provisions to the Tennis Anti-Corruption Program (TACP)

1. Purpose and Scope

This Sport Integrity Policy Supplement (“Supplement”) establishes additional sport integrity standards applicable to USTA Covered Individuals that operate alongside and complement the International Tennis Integrity Agency’s (ITIA) Tennis Anti-Corruption Program (TACP), which is incorporated by reference herein. These provisions address USTA’s organizational commitments, Olympic and Paralympic Movement obligations, and internal governance not covered by the TACP.

USTA is committed to upholding the principles of honesty, ethical conduct, and fair competition, consistent with the IOC Olympic Movement Code on the Prevention of the Manipulation of Competitions and the IPC Codes of Ethics. This Supplement promotes awareness, accountability, and transparency to safeguard fair competition, protect participants from harm, and preserve the trust of fans, stakeholders, and the broader sporting community.

2. USTA Covered Individuals

USTA Covered Individuals under this Supplement include: (a) all USTA employees; (b) members of USTA’s Board of Directors; (c) volunteers, committee, and task force members with access to high performance information; (d) high-performance athletes participating in Applicable Competitions; (e) national team staff, including coaches and support personnel; and (f) officials. Contractors with access to high performance information shall be required to comply through their written contracts.

3. Applicable Competitions

This Supplement applies to (a) Olympic and Paralympic Games; (b) Pan American and Parapan American Games; (c) World Championships and major international competitions where USTA selects participants; (d) national championships and trials that serve as qualification events for Protected Competitions¹; and (e) any competition where the USOPC officially designates entrants (e.g., Junior Pan American Games, Youth Parapan American Games, Youth Olympic Games, and World Beach Games).

4. Inside Information

Under this Supplement, Inside Information as defined in the TACP also includes: (a) team selection decisions before public announcement; (b) competition strategies or tactics; and (c) training or coaching details.

5. USTA Chief Ethics Officer

The USTA Chief Ethics Officer oversees USTA’s ethical conduct, compliance programs, and sport integrity. The Chief Ethics Officer establishes ethical standards, provides guidance on ethical dilemmas, ensures adherence to legal and regulatory requirements, and is available to assist and advise Covered Individuals on matters covered by this Supplement. The Chief Ethics Officer is responsible for this Supplement and the

¹ Protected Competitions, as defined in the USOPC Bylaws, include the Olympic Games, Olympic Winter Games, Pan American Games, Parapan American Games, Paralympic Games, Paralympic Winter Games, World University Games, and the trials and/or qualifying competitions therefor.

enforcement thereof. Integrity concerns should be reported to the Chief Ethics Officer. Contact: Andrea Hirsch at hirsh@usta.com.

6. Reporting and Good Faith Requirements

Covered Individuals must timely report integrity concerns arising out of this Supplement to the USTA Chief Ethics Officer. Additionally, Covered Individuals are required to cooperate with USTA and/or the USOPC in investigating violations of the USTA's and USOPC's sport integrity policies. Cooperation may include sitting for interviews and providing documentation. If a violation is identified, the Chief Ethics Officer will communicate, in writing, their direction on management of that violation to the Covered Individual. If a determination is made that limits such individual's right to participate in sport, the Covered Individual will be provided an opportunity for a hearing with a panel of disinterested parties that includes athlete representation. Violations arising out of Covered Events set forth in the TACP must be reported to the ITIA via the reporting link accessible here: itia.tennis/contact/.

All reports of potential violations must be made in good faith with a reasonable basis for believing there may be a violation. Failure to report violations, failure to cooperate with any investigations, and false reports made knowingly or without basis are themselves violations of this Supplement and the USTA Conflict of Interest and Disclosure Policy, which may result in disciplinary action.

7. Whistleblower Protections

USTA maintains zero tolerance for retaliation against individuals who make good faith reports of potential ethical, policy, or legal violations and who cooperate with investigations of the report. The USTA Whistleblower & Anti-Retaliation Policy provides detailed protections and procedures.

8. Education and Training

USTA is committed to promoting a culture of integrity, transparency, accountability, and respect for fair competition. USTA will provide Covered Individuals with annual education materials on key sport integrity issues, including: (a) competition manipulation; (b) sports betting; (c) misuse of insider information; (d) reporting obligations; and (e) ethical decision-making.

9. USOPC Coordination

Upon receipt of any reported integrity concern involving Protected Competitions, the USTA Chief Ethics Officer will immediately notify the USOPC Chief Ethics & Compliance Officer. USTA will fully cooperate with the IOC/IPC, ITF, and USOPC in integrity reviews and investigations, and will recognize and enforce integrity-related sanctions issued by those bodies.

10. Additional Reporting Resources

USOPC Integrity Portal: Individuals may submit integrity concerns to the USOPC confidentially or anonymously at usopc.ethicspoint.com or by calling 877-404-9935.

IOC/IPC Integrity Hotlines: Reports of suspected or known manipulation of Olympic or Paralympic competitions may be submitted to the IOC Integrity Hotline at integrity@olympic.org or the IPC Whistleblower Channel at https://whistleblowersoftware.com/secure/International_Paralympic_Comittee.

Athlete Ombuds: Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on sport-related matters, including their rights, applicable rules and policies, dispute resolution, and access to legal counsel or mental health resources. Email: ombudsman@usathlete.org | Website: www.usathlete.org

ITIA: Individuals may report integrity concerns directly to the ITIA via the reporting link available on the ITIA's Contact Us page at itia.tennis/contact/.