



US Olympians and Paralympians Conflict of Interest Policy

(Adopted March 23, 2017)

The United States Olympians and Paralympians Association (USOPA) is committed to sustaining an ethical work environment free of conflicts of interest and perceived conflicts of interest.

A conflict of interest exists when an individual's activities or interests interfere with, influence, or have the potential to interfere with or influence his or her responsibilities on behalf of the USOPA or undermine the interests of the USOPA

Purpose of the Conflict of Interest Policy:

The USOPA is mindful that even the *appearance* of a conflict, or that a decision has been improperly influenced by an individual with a conflict of interest (or appearance of a conflict), can be damaging to the organization.

For this reason, all USOPA officers must strive to avoid even the appearance that an individual with a conflict has exercised improper influence over a USOPA decision or impeded the organization's decision-making process.

Disclosure:

The purpose of the Disclosure Certification is to enable the self-identification of conflicts and potential conflicts. **If you are unsure whether a conflict or perceived conflict exists, it is better to disclose it.**

Conflicts could be the result of the officer's relationships or those of a family member. For purposes of the USOPA disclosure process, "family member" includes spouse, child, stepchild, parent, sibling, domestic partner, parent of spouse/domestic partner, and sibling and child of domestic partner.

Potential conflicts of interest that should be disclosed include, but are not limited to:

- You hold a position of leadership (executive, officer, director) of an organization that interacts directly with the USOPA
- You have a family member who holds a position of leadership (executive, officer, director) or an organization that interacts directly with the USOPA
- You or a family member acts as an agent, representative or consultant to a business or entity whose interests may conflict with those of the USOPA or of its officers
- You solicit gifts or gratuities using your USOPA role

The disclosure of a conflict or potential conflict will not necessarily preclude involvement in the disclosed activity or with the USOPA.

- Each disclosure will be reviewed individually by the USOPC Ethics Division.
- Actions may be recommended to protect the individual and the USOPA from conflicts.
 - This may include limitation of involvement, separation from certain USOPA activities, or requests to cease the activity in question.
- All follow-ups will be discussed directly with the individual.