

# US Olympic & Paralympic Committee Policy



**Procedure Name:** USOPC Ethics Policy

**Date of Issuance:** 3/10/2021

**Policy Owner:** Chief Ethics and Compliance Officer

**Applies to:** USOPC Staff, Volunteers, Board of Directors, Committees, and NGBs

## **Purpose:**

To outline how the USOPC supports and promotes a culture of ethical conduct within the USOPC and NGBs, and by extension throughout the broader Olympic and Paralympic movements.

## **Policy Statement:**

The promotion of an ethical workplace free from misconduct allows the USOPC to focus on its mission to empower Team USA athletes to achieve sustained competitive excellence and well-being. To that end, the Ethics team provides training, and develops and implements policies and procedures to equip USOPC team members with guidance and resources to successfully navigate ethics and code of conduct-related issues.

## **Overview:**

The Chief Ethics & Compliance Officer and the Ethics Director report functionally to the Ethics and Compliance Committee as outlined in more detail below. The Ethics team is responsible for the development and operational integration of this Policy, the USOPC Ethics Procedure, the Code of Conduct, Conflict of Interest Policy, Outside Work Policy, Speak Up Policy, and the Gifts and Entertainment Policy. The Ethics team also provides advice to USOPC staff and NGBs on an ad hoc basis; handles, and where necessary investigates, ethics and code of conduct complaints received through the USOPC Ethics hotline; and coordinates the annual conflict of interest disclosure process. Additionally, the Ethics team provides ongoing training related to employee misconduct, gifts and entertainment, and conflicts of interest, among other topics.

## **Ethics and Compliance Committee:**

The Ethics and Compliance Committee meets on a regular basis throughout the year and on an as-needed basis as time-sensitive matters arise. The USOPC's Chief Ethics & Compliance Officer and the USOPC's Ethics Director support the Ethics and Compliance Committee and attend all Ethics and Compliance Committee meetings. The Ethics and Compliance Committee's responsibilities are outlined in Section 5.8.3 of the USOPC Bylaws. In addition to the responsibilities listed in the Bylaws, the Ethics and Compliance Committee reviews the Ethics team's recommendations and resolutions related to USOPC conflict of interest disclosures, and at the request of the NGB Oversight and Compliance Committee or the USOPC's NGB Compliance team, matters concerning organizational conflicts of interest or other ethics-related matters.

The Ethics and Compliance Committee also has the authority to conduct Ethics investigations at the Board's request, or at the request of the Chief Ethics & Compliance Officer and may also review the handling of ethics-related complaints. The processes for reviewing conflicts of interest and conducting investigations are outlined in the USOPC's Ethics Procedure.

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## ***Revision History***

- March 10, 2021 (initial publication)