



**U.S. Olympians and Paralympians
Executive Committee Code of Conduct
Adopted October 2017**

Purpose of the Code of Conduct:

The Officers of the US Olympians and Paralympians Association (USOPA) Executive Committee are elected by the membership to serve the organization as volunteers. By running for election, each Officer commits to devote time and effort to furthering the mission of the USOPA, which is to foster Olympism in communities around the United States, motivate and encourage youth, develop camaraderie and honor all those who have shared the unique experience of representing their nation at the Olympic or Paralympic Games. Accordingly, the Executive Committee has adopted the following Code of Conduct, to which Officers and Past Presidents agree to adhere by signing below.

Attendance and Active Participation:

Executive Committee members are expected to make attendance at all meetings of the board a high priority and to come to meetings prepared to discuss the issues and business on the agenda, having read all background material relevant to the topics at hand. Any Officer or Past President not in attendance at three of six consecutive meetings of either the Board or the Executive Committee will immediately be asked to resign from the Executive Committee by the President. Upon request of the Officer or Past President in violation of the attendance requirement, the President may ask the other Executive Committee members to extend the window of time to meet the attendance requirement.

Conflicts of Interest

Officers and Past Presidents are expected to abide by the USOPA Conflict of Interest Policy, a copy of which has been provided with this Code of Conduct, and/or will be provided upon request.

Removal for Cause:

If any Officer finds Cause to remove or suspend any Executive Committee member, he or she may call a vote of the Executive Committee in accordance with Article II, Section 1 of the Bylaws. "Cause" means any of the following: (i) dishonesty, embezzlement, misappropriation of assets or property of the organization; (ii) gross negligence, misconduct, neglect of duties, theft, or fraud; (iii) the conviction of a felony, or any crime involving moral turpitude, including a plea of guilty or nolo contendere; (iv) sanctions imposed by any national or international anti-doping agency such as the United States Anti-Doping Agency or World Anti-Doping Agency; (v) a continuing violation of the attendance requirement above; (v) a serious and unresolved conflict of interest per the USOPA Conflict of Interest Policy.

Certification:

I, _____, recognizing the important responsibility I am undertaking in serving as a member of the USOPA Executive Committee, hereby pledge to carry out in a trustworthy and diligent manner the duties and obligations associated with my role as an Executive Committee member and to abide by this Code of Conduct. I understand that failure to abide by this Code of Conduct may result in my removal as a Board Member, pursuant to the requirements and processes provided in the organization's governing documents.

Signature: _____

Date: _____