



USA Boxing Code of Ethics

The purpose of this Code of Ethics is to gather in one place the rules that will govern the conduct of USA Boxing board of directors, employees, contractors and members (including volunteers, officials, and athletes and coaches).

As the guardians of Olympic-style boxing in the United States, and because we operate in the public spotlight, we are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires our behavior to conform to the highest ethical principles. The Code of Ethics should be read and understood by every USA Boxing employee and volunteer. For this purpose, the term “volunteer” includes the members of USA Boxing’s Board of Directors, as well as the members of every other USA Boxing committee, task force, coach, official, physician and athlete. Please remember that the Code of Ethics establishes minimum standards of acceptable conduct.

General Statement

Each member, volunteer and employee of USA Boxing shall act in an honest and ethical manner and shall follow the rules, policies and procedures of USA Boxing and the USOPC and shall follow the Olympic Movement Code on the prevention of the manipulation of competitions, as well as state and federal laws as applicable. Because the appearance of impropriety can be just as damaging as actual impropriety, conduct which appears to be improper is also unacceptable. No funds or assets of USA Boxing may be used for any unlawful purpose, and no employee, member, board of director, or volunteer of USA Boxing may engage in unlawful conduct.

Fiduciary Duties

The members of USA Boxing’s Board of Directors, members of committees and commissions of the Board of Directors, and members of the National Office task forces, shall owe to USA Boxing the same duties of care and loyalty as are owed by directors of nonprofit corporations organized under the laws of the State of Colorado. Specifically, each director, officer and committee/commission/task force member shall discharge his or her duties (a) in good faith, (b) with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and (c) in a manner that the director, officer or committee/commission member reasonably believes to be in the best interests of USA Boxing.

Notwithstanding the foregoing, no person shall be personally liable to USA Boxing for monetary damages for breach of fiduciary duty unless such damages result from (a) a breach of the duty of loyalty, (b) acts or omissions not in good faith or that involve intentional misconduct of a knowing violation of law, or (c) transactions from which the director, officer or committee member directly or indirectly derives an improper personal benefit.

Conflicts of Interest

USA Boxing volunteers and employees must be free from any influence which might interfere or appear to interfere with the proper and efficient discharge of their duties, or which might be inconsistent with their duty of loyalty to USA Boxing. It is also the duty of USA Boxing staff and volunteers not to use their position with USA Boxing for personal advantage or gain. To that end:

- No USA Boxing volunteer or employee shall accept compensation in any form for services within the scope of his/her duties to USA Boxing, unless otherwise approved by the National Office or Board of Directors. By way of example, no USA Boxing volunteer or employee, except for athletes speaking on the subject of their competitive experiences, shall accept honoraria for speaking engagements where the subject of the discussion is Olympic-themed. It is expected that exceptions to this rule will be made where no actual or perceived conflict of interest exists. USA Boxing volunteers and employees are encouraged to submit requests for exceptions to the Executive Director.
- No USA Boxing volunteer or employee shall engage in outside activities that are in conflict with the interests of USA Boxing.
- USA Boxing volunteers and employees shall endeavor to remain free from obligations to, or relationships with, any person or concern with whom USA Boxing has a business or other relationship. Where a USA Boxing volunteer or employee has such an obligation or relationship, he or she shall:
 1. Disclose the interest to the Executive Director, who shall have the authority to either (a) approve the relationship, or (b) refer the matter to the Board of Directors for further consideration;
 2. Excuse himself or herself from any formal or informal discussions related to the relationship between USA Boxing and the person or concern; and
 3. Abstain from voting and from seeking to influence the vote on any matter related to the person or concern.
- USA Boxing volunteers and employees shall not use for their own gain, or disclose to any third party, any proprietary or confidential information of USA Boxing.
- USA Boxing volunteers and employees shall not use assets of USA Boxing for personal gain or facilitate the use of such assets for purposes other than the furtherance of USA Boxing's mission.

Gifts

- Except as permitted herein, no USA Boxing employee, board of director or officer, committee / commission member, task force or hearing panel member, volunteer, contractor or immediate family member shall accept any gift, including meals, travel and entertainment (unless the meal, travel and/or entertainment provided are part of the normal execution of USA Boxing business). The gift policy will also apply to the purchase of goods and services at a price less than the price that is available to other similarly situated persons.

- Gifts which the recipient reasonably and in good faith believes to have a value of less than \$50, and provided that the cumulative value of gifts from one source in any calendar year does not exceed \$100, may be accepted. In no event, however, may any such gift influence or appear to influence the recipient in the discharge of his or her official duties. No gift with a value of less than \$10 will count toward the \$100 annual limit.
- The following gifts shall be permitted:
 1. Gifts from relatives
 2. Gifts from personal friends, unless the gift is provided because of a USA Boxing affiliation
 3. Gifts from USA Boxing
 4. Gifts provided as a result of the recipient's outside business or employment activities
 5. Awards or prizes given to competitors in contests or events open to the public
 6. Honorary degrees and other bona fide, non-monetary awards presented in recognition of service
 7. Gifts of personal hospitality
 8. Plaques and trophies that are commemorative in nature
 9. Food or refreshments offered other than as a part of a meal
 10. Hospitality (e.g., tours, event tickets, meals) provided to groups in conjunction with USA Boxing Board committee/commission and task force meetings.
- Gifts of tickets to athletic events shall also be permitted. This exception shall only apply to spectator events and shall not apply to event in which the recipient participates (e.g., the exception will not apply to a gift of boxing event admission tickets). Any gift of tickets with a value in excess of \$50 must be disclosed to the Executive Director no later than thirty (30) days after the event in question unless it is exempt by virtue of one of the exceptions listed above.
- Questions regarding the application of the gift policy will be addressed by the Executive Director. Individuals may disclose any gifts and the Executive Director will have the authority to waive the application of the gift policy on an exceptional basis if no actual or perceived conflict of interest exists. Please contact the Executive Director at 719-866-2306.
- Except as provided above with respect to tickets, reporting of gifts will not be required. However, each employee and volunteer will be required to make an annual certification that they have not accepted any gifts in violation of the rules.
- Care must also be taken not to influence, or appear to influence, the decision-making processes of third parties through gift giving. To that end, the same restrictions that apply to the receipt of gifts shall apply to the delivery of gifts to third parties.

Enforcement

All USA Boxing volunteers and employees are expected to use good judgment and abide by the Code of Ethics. Any violation may expose the volunteer or employee, and USA Boxing, to civil and criminal liability and may harm our reputation and therefore our ability to raise funds in support of our mission.

Each employee, member and volunteer has the obligation not only to abide by the Code of Conduct & Ethics, but to report violations of the Code of Ethics when they become aware of them. USA Boxing will not tolerate any retaliation or threats of retaliation against anyone who, in good faith, reports a violation or suspected infringement. Code of Ethics violations may be reported to the Membership Director, employee's supervisor or the Executive Director by calling the national office at 719-866-2306. Athletes may also submit violations to the USOPC Athlete Ombudsman office at 719-866-5000.

Anyone, including athletes, who violates the Code of Ethics is subject to disciplinary measures which may include termination of employment, membership or expulsion from the Board (or committee /commission or task force). Disciplinary measures may also be taken with respect to senior staff who condone improper conduct by their associates or who do not take measures to correct problems which are brought to their attention. The Executive Director shall review and investigate all violations of the Code of Ethics by members/volunteers and, if appropriate, recommend the individual's rights to participate in a hearing with the Ethics Committee, which consists of disinterested parties. The Executive Director shall review all violations of the Code of Ethics by staff and shall take appropriate action.

This policy serves as a framework to guide ethical conduct, but by no means covers every situation. If you are unclear about the requirements of this policy, please consult the national office, your supervisor or contact the Executive Director. You have a responsibility to ask questions if you have doubts about a situation or proposed course of action.

Members of USA Boxing's Board of Directors, Members of the Athletes' Advisory Council, Members of all committees/commissions and task forces of USA Boxing and employees of USA Boxing shall be required to deliver an annual certification to the Executive Director regarding compliance with the Code of Ethics.

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