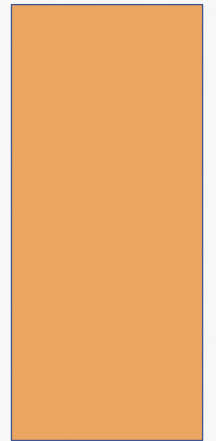


# UNITED STATES FIELD HOCKEY ASSOCIATION

ETHICS COMMITTEE REPORT



# AGENDA

1. Definition of Ethics
2. Charge and Scope of Authority
3. Recent Activities
4. Current/Future Activities
5. Points of Emphasis
6. Discussion

Ethics



# DEFINITION

## Ethics

1. **a system of moral principles:** the ethics of a culture.
2. the **rules of conduct recognized in respect to** a particular class of human actions or **a particular group**, culture, etc.: medical ethics; Christian ethics.



# CHARGE OF THE ETHICS COMMITTEE

USFHA Bylaws state:

**10.13.2** The Ethics Committee shall:

- 10.13.2.1** Administer and oversee implementation of, and compliance with, USFHA Code of Ethics;
- 10.13.2.2** Report to the Board on all ethical issues;
- 10.13.2.3** Develop and review, on an annual basis, a Code of Ethics for the Board, officers, committee and task force members, volunteers, staff and member organizations, for adoption by the Board of Directors;
- 10.13.2.4** Review and investigate matters of ethical impropriety and make recommendations on such matters to the Board;
- 10.13.2.5** Review and provide guidance on ethical questions presented to it by the Board, officers, committee and task force members, volunteers, staff and members of USFHA; and
- 10.13.2.6** Perform such other duties as may be assigned by the Board.

# CHARGE OF THE ETHICS COMMITTEE

- 10.13.2.1 Administer and oversee implementation of, and compliance with, USFHA Code of Ethics;
- Very broad charge – responsible for **all ethical issues** that arise under the USFHA Code of Ethics



# CHARGE OF THE ETHICS COMMITTEE

## **10.13.2.2** Report to the Board on all ethical issues

- No authority to act absent Board adoption of Ethics Committee recommendations

# CHARGE OF THE ETHICS COMMITTEE

**10.13.2.3** Develop and review, on an annual basis, a Code of Ethics for the Board, officers, committee and task force members, volunteers, staff and member organizations, for adoption by the Board of Directors

Ethics Committee must review the USFHA Code of Ethics on an annual basis and recommend changes



# CHARGE OF THE ETHICS COMMITTEE

**10.13.2.4** Review and investigate matters of ethical impropriety and make recommendations on such matters to the Board

- All of our activity to date has been under this provision – we will review the findings and recommendations of the Committee



# CHARGE OF THE ETHICS COMMITTEE

**10.13.2.5** Review and provide guidance on ethical questions presented to it by the Board, officers, committee and task force members, volunteers, staff and members of USFHA

The Committee is working on developing a process by which ethical questions can be efficiently presented to the EC for timely review and response



# CHARGE OF THE ETHICS COMMITTEE

**10.13.2.6** Perform such other duties as may be assigned by the Board

- No other duties have been assigned by the Board to date

# THE ETHICS COMMITTEE

## SCOPE OF AUTHORITY

Code of Ethics states:

**1.2: Purpose and Scope.** This Code of Ethics contains general guidelines for conducting the business of USFHA, consistent with the highest standards of ethical behavior. It aims to promote honest and ethical conduct and compliance with applicable laws, rules, regulations and standards within the organization. USFHA recognizes that no code of ethics or conduct can replace the thoughtful behavior of ethical individuals and organizations. However, such a code can focus attention on areas of ethical risk, provide guidance to help recognize and deal with ethical issues, and help to foster a culture of honesty and accountability within USFHA. To the extent this Code requires a higher standard than is required by commercial practice or applicable laws, rules or regulations, USFHA aims to adhere to these higher standards.

# THE ETHICS COMMITTEE

## SCOPE OF AUTHORITY

Code of Ethics further states:

**1.3: Applicability.** The Code applies to all USFHA Board Directors; officers; employees; volunteers; members of USFHA committees and task forces; athletes, coaches, umpires, trainers, team managers, other officials and the like; agents and representatives acting on behalf of USFHA; and to independent contractors, companies and consultants working for USFHA. For the purposes of this Code, the above individuals and organizations are referred to in the Code as “USFHA Representative” or “USFHA Representatives”.

# THE ETHICS COMMITTEE SCOPE OF AUTHORITY

- In short, the USFHA Ethics Committee's scope covers:

## ALL ISSUES OF ETHICS



# CURRENT/FUTURE ACTIVITIES

## REVIEW CODE OF ETHICS

### **1.4: Code of Ethics Review and Update.**

“The USFHA Ethics Committee shall review and update the Code of Ethics annually and following any amendment of the USFHA By-Laws by the USFHA Board. If amended, the revised Code shall be submitted for approval to the USFHA Board and the USOC.”

- EC will review and make any recommendations in the near future.

# CURRENT/FUTURE ACTIVITIES

## BOARD TRAINING

### 3.4: USFHA Board of Directors Annual Ethics Training

“The Ethics Committee shall conduct annual ethics training for the USFHA Board, preferably at the Board Meeting immediately after any election of new Board Members each year.”

- Please provide EC with any topics you would like the education to cover

Teaching  
ETHICS  
is critically  
important...



yet  
devilishly  
difficult!



# CURRENT/FUTURE ACTIVITIES SAFE SPORT PROGRAM

- Sub-Committee of EC.
- EC Chair has been kept abreast of the activities of the Safe Sport Committee.
- Safe Sport has, unfortunately, been busy.
- EC will discuss the best ways to support the Safe Sport Committee including collaborating on education and prevention efforts.

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# QUESTIONS FOR THE ETHICS COMMITTEE

- EC is considering the best means to allow for questions regarding ethical issues to be submitted prior to the situation arising to a Code violation.
- Any suggestions would be welcome



# POINTS OF EMPHASIS

- Although the EC has been busy, we believe that there are many more situations/violations that are going unreported or unnoticed.



# POINTS OF EMPHASIS

- The Code directly addresses business and professional conflicts of interest. However, **personal conflicts of interest** are also the subject of the Code when it states that “Ethical behavior is a commitment to **do what is right**; to behave with **integrity and honesty**; to avoid conflicts-of-interest and perceived conflicts-of-interest; to accept **accountability**; to communicate openly; and to **always behave in a way that is above reproach.**”



# POINTS OF EMPHASIS

- Continue to support the efforts of the Safe Sport Program – education, prevention, protection and enforcement.

# POINTS OF EMPHASIS

- Education of all levels of USFHA participants regarding the Code of Ethics and the need for **everyone** to live up to the goal of the Code that the USFHA **adhere to higher standards** than are required by commercial practice or applicable laws, rules or regulations.

