



USATT Conflicts of Interest Policy

The following Conflicts of Interest Policy applies to all individuals who have positions with USATT as employees, Board or Committee members, task force members, volunteers, and hearing panel members, as well as the family members of such covered individuals and contractors who perform work for (or as representatives of) USATT:

Organizational Expectations

Persons covered by this Conflicts of Interest Policy must:

- Prefer the interests of USATT over any other interests that they may have with respect to any activity in which they engage;
- Disclose any interest that they may have that is or that may reasonably appear to be inconsistent with or in conflict with the interests of USATT;
- Not serve as an officer of more than one National Governing Body;
- Avoid any investment that creates an appearance of a conflict or that actually creates divergent loyalties in the individual between USATT's activities and the interests of the matter in which the individual has invested.
- By way of example, a Director or Officer may not own a financial interest in a company that does business with USATT as the Director or Officer's allegiance might reasonably be questioned; a Coach whose responsibility includes selecting or preparing athletes for international competition may not have a social relationship with an athlete, as such a relationship creates an appearance of impropriety in the selection process; an athlete who may compete in protected competitions cannot serve on any committee that drafts selection procedures, as that may cause doubt as to the fairness of the procedures.

Disclosures

In order to ensure that conflicts of interest are avoided, all employees, officers, Board members, and committee members of USATT must disclose to USATT's Ethics and Grievance Committee any facts, events, or relationships that might give rise to an appearance of a conflict of interest. The following disclosures are mandatory:

1. At the outset of each Board meeting, each Director and any person who is expected to participate in the Board meeting must disclose any conflicts, which disclosures shall be reflected in the minutes;
2. Annually, each USATT employee, officer, Director, and committee member must disclose conflicts or potential conflicts on a form provided by USATT;
3. In connection with any formal selection procedure and the determination of any grievance, all individuals who have responsibility in whole or in part for the selection or adjudication at issue must disclose all potential conflicts; and
4. As new conflicts arise or circumstances that could create the appearance of a conflict arise, covered individuals must make supplemental disclosures within fourteen days of learning of the potential conflict or before becoming involved in any decision or action that encompasses the potential conflict, whichever is earlier.

Complaints and Resolution

Questions concerning the existence and management of potential conflicts shall be decided by the Ethics and Grievance Committee (“EGC”) except that actual or perceived Conflicts impacting the Board of Directors shall be decided in accordance with Article 19.3 of the Bylaws.

Allegations concerning the violation of any Conflicts of Interest Policies are resolved through the EGC in accordance with procedures promulgated by the EGC. All individuals covered by this policy are obligated to report violations of this Policy to the EGC.

Policy Owner

Except as the procedural rules of the Ethics and Grievance Committee may otherwise require, these General Principles are administered under the direction of the Ethics and Grievance Committee and the USATT Compliance Officer (Mark Thompson, Mark.Thompson@usatt.org.)

Anti-Retaliation

No individual who in good faith reports a violation of this Conflict Policy shall suffer harassment, retaliation or other adverse consequences. An individual who retaliates against someone who, in good faith, has reported or provided evidence related to a violation in good faith is subject to discipline up to and including termination of membership.

Administration

Except as otherwise noted, this Policy is administered by the Ethics and Grievance Committee through the USATT Compliance Officer (Mark Thompson, Mark.Thompson@usatt.org). In addition, questions concerning the interpretation or application of this Policy as it affects athletes may be directed to the USOPC Athlete Ombuds, who can be reached at ombudsman@usathlete.org.