

**USAW STAFF/BOARD/COMMITTEE MEMBER/OTHER
PERSONNEL POTENTIAL CONFLICT OF INTEREST
DISCLOSURE INSTRUCTIONS**

INSTRUCTIONS: USA Weightlifting (“USAW”) requires that its staff, Board and committee members, and other personnel recognize and avoid activities that involve, might appear to involve, or could result in, an apparent or actual conflict of interest. USAW defines a conflict of interest as any personal or financial relationship that could influence or be perceived to influence your objectivity when interacting with, representing, or conducting business for or on behalf of USAW.

It is your responsibility to fully and completely disclose all facts, circumstances, activities, relationships, and interests that could involve potential actual or perceived conflicts of interests. If you do not know whether certain interests might qualify as potential conflicts of interests, please err on the side of caution and disclose those activities, relationships, and interests on the attached Potential Conflicts of Interest Disclosure Statement, and discuss your situation with the USAW Ethics Officer.

By signing below, you acknowledge that you have received and read the USAW Statement of Ethical Principles. You understand that you are required to fully and completely disclose any activities, interests, or relationships that may give rise to a potential conflict of interest, and will do so to the best of your ability.

You further understand that every USAW employee, Board and Committee member, and other USAW personnel is required to comply with the USAW Statement of Ethical Principles, and you understand that you have the obligation not only to abide by USAW Statement of Ethical Principles, but also to report potential conflicts of interest and possible violations of USAW Statement of Ethical Principles when you become aware of them.

When you have a concern about a possible violation of USAW Statement of Ethical Principles, you should raise the concern to with USAW Ethics Officer.

Signature _____ Date: _____

Print or type name here: _____

**USAW STAFF/VOLUNTEER OUTSIDE INTEREST
DISCLOSURE STATEMENT**

You must complete this form in order for a USAW ethics officer to work with you to identify any personal or business activities, relationships or interests that conflicts could potentially influence or could be perceived to be business decisions you may make or may be involved in on behalf of USAW.

NAME: POSITION(S): MANAGER/COMMITTEE CHAIR

In the space below, and on any additional pages that are necessary, describe any and all specific activities, relationships, interests, or investments that fall or may fall within the categories described in the Statement of Ethical Principles and submit the completed form to the USAW Ethics Officer for review.

**THE ACTIVITIES, RELATIONSHIPS, INTERESTS, AND INVESTMENTS THAT
USAW SHOULD BE AWARE OF, WHICH ARE DISCLOSED IN THIS STATEMENT
ARE:**

When potential actual or perceived conflicts are determined to exist, you will be notified and may be required to work with a USAW ethics officer and/or a USAW ethics committee to take specific actions to ensure the integrity of business decisions through disclosure, divestiture, recusal, screening, or other actions considered appropriate.

POTENTIAL CONFLICT OF INTEREST Does Exist (please list below) Does Not Exist

USAW Ethics Officer Signature

The following preventive or corrective actions are required: _____
