

USA WEIGHTLIFTING

STATEMENT OF PRINCIPLES ETHICAL BEHAVIOR AND CONFLICT OF INTEREST

Those who choose to serve USA Weightlifting (USAW), whether as volunteers or paid professionals, are held to the highest standards of conduct. As guardians of the ideals of weightlifting, they assume an obligation to subordinate individual interests to the interests of the sport as well as the Olympic Movement. What may be considered acceptable conduct in some businesses may be inappropriate in service to USAW.

Those who serve USAW must do so without personal gain, to avoid any institutional loss or embarrassment and to behave in such a way that the organization's trust and public confidence are enhanced. It is important to avoid any real conflict of interest as well as to avoid even the appearance of a 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.

For example, if (1) personal or financial interests exist with any person or concern with whom USAW has a business or other relationship, and (2) the other relationship or interest could influence or be perceived to influence the objectivity of your decisions, you must:

- Disclose the interest to the USAW Ethics Officer, who shall have the authority to either (a) approve the relationship, or (b) refer the matter to the Ethics Committee for further consideration. If the matter is determined to present a potential conflict of interest or the perception of a conflict, you are required to:
 1. Disclose the conflict or potential conflict;
 2. Excuse yourself from any formal or informal discussions related to the actual, perceived, or potential conflict between USAW and the person or concern; and
 3. Abstain from voting and/or from seeking to influence the vote on any matter related to the person or concern.

Gifts, cash, travel, hotel accommodations, entertainment, or favors are neither to be given nor received, except those of nominal value exchanged in the normal course of business.

The following personal hospitality and gifts shall be permitted:

- Gifts from relatives.
- Gifts from personal friends.
- Gifts from USAW.
- Gifts provided as a result of the recipient's outside business or employment activities.
- Awards or prizes given to competitors in contests or events open to the public.
- Honorary degrees and other bonafide, non-monetary awards presented in recognition of service.
- Personal hospitality, food or refreshments offered other than as part of a meal.
- Hospitality (e.g., tours, event tickets, meals) provided to groups in conjunction with USAW board and committee meetings.

Inappropriate Hospitality Gifts: Inappropriate hospitality or gift giving between individuals can also create a conflict of interest.

Definition: *USAW defines inappropriate hospitality as offering/receiving accommodations, tours, event tickets, entertainment, meals, or other similar personal benefits when a personal or financial relationship exists that could influence or be perceived to influence your objectivity when interacting with, representing, or conducting business for or on behalf of USAW, unless specifically provided for by applicable policies.*

In the event that personal gifts and/or hospitality are provided by individuals and/or organizations with present or prospective business relationships with USAW and exceed nominal value, they must be disclosed in writing to the USAW Ethics Officer, who will determine the appropriate disposition of the item(s).

Questions regarding the application of USAW's hospitality and gift policies must be addressed to the USAW Ethics Officer.

Gifts and favors of more than fifty dollars value should not ordinarily be accepted. If circumstances render it awkward to refuse such a gift, the donor should be thanked and told that the gift is being accepted on behalf of and will be delivered to USAW.

Expenses incurred in the furtherance of USAW business are to be reasonable, necessary and in accordance with *USA Weightlifting Financial Policies and Procedures*.

All are expected to exhibit honesty, loyalty, candor and professional competence in their relationships with USAW and with each other.

Each individual has the responsibility to maintain the confidentiality of USAW information. This includes both proprietary and sensitive information.

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CONFLICT OF INTEREST DISCLOSURE STATEMENT

(Use additional sheets if necessary)

1. If you or any member of your immediate family is an officer, partner, owner or employee of any entity which does business with USAW, please list the name and address of the entity(ies), the nature of your relationship with entity(ies), and describe the dealings. If none, please state "none."

2. If you or any member of your immediate family holds an ownership interest in a closely held company, or at least a 5% ownership interest in any public company, which does business with USAW, please list the name and address of the entity(ies), the nature of your relationship with the entity(ies), and describe the dealings. If none, please state "none."

3. If you have reason to believe that any of the entities with which you or immediate members of your family are affiliated may have business dealings with USAW in the future, please list those entities and the nature of such dealings. If none, please state “none.”

4. If there is any relationship or matter not disclosed above which might be perceived to compromise your obligations to USAW under USAW’s Statement of Principles or which may raise questions of a conflict between your duty and loyalty to USAW and your personal interests, please indicate here what that relationship or matter is. If none, please state “none.”

Print Name

Signature

Date

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ACKNOWLEDGMENT OF RECEIPT AND UNDERSTANDING

I acknowledge receiving and understanding of USA Weightlifting's Statement of Principles on Ethical Behavior and Conflict of Interest, and I pledge my full support of the spirit and the letter of the requirements contained therein. I have completed the attached Conflict of Interest Disclosure Statement completely and to the best of my knowledge.

Print Name

Signature

Date

Retain the Statement of Principles. Return this acknowledgment
and a signed Conflict of Interest Disclosure Statement
to USAW National Headquarters.