



Statement Acknowledging Acceptance of the US Sailing Code of Ethics

This statement is to be completed by officers, volunteers, and employees of US Sailing and the US Sailing Foundation.

US Sailing Regulation 14: CODE OF ETHICS

14.01 SCOPE

The US Sailing Code of Ethics (Code) applies to volunteers, employees, and representatives of member organizations when acting on behalf of US Sailing.

14.02 GENERAL

A. When acting on behalf of US Sailing, individuals shall refrain from placing themselves in a position wherein their ability to objectively perform their duties has been compromised or appears to be compromised. Any such individual shall refrain from participating on any issue in which he or she has a personal or pecuniary interest not common to other members of US Sailing and shall disclose such interest before the issue is debated.

B. As fiduciaries, directors owe to US Sailing the duty of care and the duty of loyalty. The duty of care requires fiduciaries to be sufficiently well informed about the affairs of US Sailing and the qualifications of any officers, professionals, committees or others on whom they may rely to enable them to make honest, prudent, and good-faith decisions within the areas of responsibility of the Board. The duty of loyalty requires fiduciaries to keep the institution's interest paramount, subordinating their personal interests to the interests of US Sailing and the sport of sailing.

14.03 CORPORATE AND OTHER OFFICIALS

Any individual employed by US Sailing or serving on the Board or committee of US Sailing, or otherwise serving in any capacity carrying with it the authority or ability to make or influence decisions affecting the business of US Sailing, shall comply with the following:

- A. shall use a reasonable standard of care when acting on behalf of US Sailing;
- B. when conflicts arise, shall subordinate his or her personal and individual interests to the interests of US Sailing and the sport of sailing;
- C. shall refrain from placing himself, or herself, in a position wherein the ability to objectively perform his or her duties has been compromised or appears to be compromised, such as the acceptance of significant favors, gifts or by any other activity;
- D. shall not use any property, asset or information of US Sailing, or any position of authority at US Sailing or similar organization, for personal or financial gain;
- E. shall refrain from voting on any issue in which he or she has a personal or financial interest not common to other members of US Sailing and shall disclose any such interest before any formal discussion of the issue prior to a vote by the other members of the Board, committee or other group;
- F. shall maintain the corporate and other records of US Sailing in compliance with Regulation 7.03 (Document Retention Policy); and
- G. shall not alter, cover up, falsify, or destroy any document to prevent its use in an official proceeding nor otherwise obstruct, influence, or impede any official proceeding.

14.04 VOLUNTEERS AT US SAILING EVENTS; CERTIFIED OFFICIALS AT ANY EVENT

Any individual involved in running an event organized or sanctioned by US Sailing; any individual selecting competitors to compete in an event organized by US Sailing or in the Olympic, Paralympic or Pan American Games; or any individual holding certification from US Sailing as a coach, instructor or race official, whether acting in the capacity for which they hold certification or otherwise, shall:

- A. avoid conflicts of interest, whether actual or perceived;
- B. subordinate his or her personal and individual interests to the interests of the sport of sailing and the competitors therein;
- C. apply and enforce the rules in a fair and even-handed manner; and
- D. respect the right of all competitors in the sport of sailing to fair and equal treatment, free from discrimination or harassment of any kind.

14.05 US SAILING ETHICS COMPLIANCE OFFICER

The Chair of the Governance Committee shall serve as the US Sailing Ethics Compliance Officer (ECO) and shall coordinate the activities of the Governance Committee with those of other entities within US Sailing in obtaining compliance with this Regulation 14.

14.06 ACKNOWLEDGEMENT AND DISCLOSURE

A. Board members, committee members selected by the Board, and staff members selected by the CEO, shall acknowledge in writing that they have read and accepted the conditions of this Regulation 14. In addition, the nature and extent of any potential conflict of interest in a business relationship or in outside activities shall be fully disclosed and reported as follows:

- 1. Staff – to the Chief Executive Officer or CEO.
- 2. Volunteers - to the chair of the committee involved or CEO.
- 3. CEO, Board member, or committee chair – to the CEO.

B. Disclosing a potential conflict does not imply a conflict of interest or impropriety. However, individuals in a position of conflict are precluded from participating in any further consideration of or action related in the matter

14.07 COMPLIANCE

A. Each employee, volunteer, and member organization has the obligation not only to abide by the Code of Ethics, but also to report violations of the Code when they become aware of them. Any retaliation

or threat of retaliation against anyone who in good faith reports a suspected violation shall constitute a violation of the code.

B. Employees, volunteers, or member organizations that violate or condone the violation of the Code of Ethics are subject to disciplinary measures including but not limited to expulsion from the Board or any committee, downgrading or revocation of certification or termination of employment.

C. Investigations of allegations of misconduct under Regulation 14 will be conducted in accordance with the procedures provided in Regulation 15, see Regulation 15.07.

14.08 GUIDANCE AND REPORTS OF VIOLATIONS

Questions or guidance regarding the applicability of this policy to specific situations, or reports of alleged violations, will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Questions or reports may be made by telephone directly with the ECO (Chair of the NGC), or in writing to:



Ethics Compliance Officer
US Sailing
1 Roger Williams University Way
Bristol, RI 02809
EthicsComplianceOfficer@USSailing.org

I understand that this form becomes part of the files of US Sailing to be used to the extent necessary for the administration and verification of its Code of Ethics policy.

Signed

Date

Position/Title

Print Name