



Conflict of Interest Policy

The standard of behavior at the US Sailing Foundation is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the US Sailing Foundation and the US Sailing Association and any personal, professional, volunteer and/or business interests. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

I understand that this policy is in place to protect the integrity of the US Sailing Foundation's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff, and board members. Upon or before election or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

Specifically,

- I will immediately disclose any interests in a transaction, decision or topic under discussion where I (including my business or other nonprofit affiliations), my family, and/or my significant other, employer, or close associates will receive a benefit or gain.
- I will not use information about USSF or USSA donors and USSF or USSA fundraising strategies to the benefit of my other nonprofit affiliations and understand it is confidential and solely for the benefit of USSF and USSA.
- After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question. I understand that the USSF Board has the final decision as to the level of conflict, and is empowered in the By-Laws to require me to recuse myself.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Signature, Board Member

Date