

## ***From the 2023-24 U.S. Figure Skating Rulebook***

### **GR 1.00 Policy**

#### **GR 1.01 Code of Ethics**

- A. It shall be the responsibility of all officials in sanctioned figure skating events, registered members of member clubs or collegiate clubs and individual members to be thoroughly familiar with the rules of U.S. Figure Skating, to comply with them in full and to exemplify the highest standards of fairness, ethical behavior and genuine good sportsmanship in any of their relations with others. Those who serve U.S. Figure Skating must do so without personal gain, must avoid any institutional loss or embarrassment and must behave in a way that enhances U.S. Figure Skating's trust and public confidence.
- B. *Conflicts of Interest.* All persons associated with U.S. Figure Skating, including but not limited to its employees, directors, officers, judges and committee members, are expected to abide by high ethical standards in all dealings relating to the business and affairs of U.S. Figure Skating. All members and staff should understand that conflicts of interest diminish the integrity and quality of decision-making required by U.S. Figure Skating and may jeopardize U.S. Figure Skating's reputation and public support. In order to avoid harm to the goodwill and public image of U.S. Figure Skating and to better ensure the expected high ethical standards in all dealings, if any person who is an officer, director, judge, member of a committee, employee, paid consultant to or representative of U.S. Figure Skating (each of these persons shall be referred to as a "representative") is aware that U.S. Figure Skating is about to enter into any business transaction directly or indirectly with any representative, any member of a representative's family or any entity in which a representative has any legal, equitable or fiduciary interest or position (including without limitation as a director, officer, shareholder, partner, employee, beneficiary or trustee), or if a representative is aware that U.S. Figure Skating is about to enter into any business transaction or take other corporate action in which a representative may be directly or indirectly financially interested or otherwise derive a material personal benefit, the representative shall:
1. Immediately inform, in writing, the executive director and president of such representative's involvement, position, interest or benefit with respect thereto;
  2. Aid the persons charged with making the decision by disclosing all material facts within such representative's knowledge that bear on the advisability of such transaction or action from the standpoint of U.S. Figure Skating;
  3. Make such other disclosures as are necessary to insure that U.S. Figure Skating has received full and fair information regarding the transaction or action and such representative's involvement, position, interest or benefit with respect thereto; and
  4. Abstain from voting or influencing the decision to enter into such transaction to the extent the disclosing representative may have an actual or apparent conflict of interest in this matter.
- A conflict of interest may exist in any instance where a member's actions on behalf of or affecting U.S. Figure Skating:
- a. involve obtaining an improper gain or advantage or
  - b. involve a conflicting or potentially adverse effect on the interest of U.S. Figure Skating or
  - c. involve an activity that is not in the best interests of U.S. Figure Skating, including instances where the member's actions are influenced by another person or organization in a manner adverse to the interests of U.S. Figure Skating.

The requirements of disclosure and abstention shall also apply to a representational conflict of interest as referred to in U.S. Figure Skating Statement of Principles of Ethical Behavior and Conflict of Interest, as referred to in paragraph E of this GR 1.01, to include disclosure of whether the member is in a position (by employment, volunteer service, financial support or other affiliation) to control, direct or influence another person or organization the interests of which are related to, affected by, involved with or may conflict with or adversely affect, the interests of U.S. Figure Skating.

- C. Prior to appointment as an officer, member of the Board of Directors, committee chair, subcommittee chair, paid U.S. Figure Skating staff, or to any outside organization, the member must execute a Conflict of Interest and Ethical Behavior statement without amendment or alteration. The Ethics Committee chair shall oversee an annual review of the Conflict of Interest and Ethical Behavior statements for continuing appointments and paid staff.
- D. *Private Inurement.* In agreement with federal law, it is the policy of U.S. Figure Skating that none of its assets or income may inure to the benefit of any person or organization in satisfaction of a personal or private interest.
- E. U.S. Figure Skating has adopted and may amend, from time to time, a Statement of Principles of Ethical Behavior and Conflict of Interest (including a Conflict of Interest Disclosure Form). All those who choose to serve U.S. Figure Skating shall be subject to and must abide by the Statement of Principles of Ethical Behavior and Conflict of Interest, the provisions of which are incorporated into this Code of Ethics.