



THE UNITED STATES ROWING ASSOCIATION CONFLICTS DISCLOSURE FORM

The United States Rowing Association expects the highest standards of ethics and integrity from its leaders, employees, and agents. **All officers of USRowing, therefore, are required to disclose relationships or situations that might affect, or be perceived by others as affecting, the objectivity or independence of his/her judgment or conduct in carrying out his/her duties and responsibilities as an employee or Association member/leader.** The full USRowing Code of Conduct is available at: <http://www.usrowing.org/contentfilestore/conduct.pdf>.

This CONFLICTS DISCLOSURE FORM is intended to solicit information about systematic contacts, associations or relationships that might present a conflict of interest with the duties performed on behalf of USRowing. Completion of this form does not relieve the responsible person from the continuing duty to disclose possible conflicts of interest, including conflicts that may arise from single occurrences or relationships that develop or become apparent after execution of this form.

PRIVACY STATEMENT: Personal financial or other non-public information disclosed on this form shall be available to the Ethics Committee, and in the case of employees, to the Executive Director, but shall only be used for purposes of monitoring compliance with relevant ethics and conflict of interests policies of USRowing, and shall not be further disseminated unless necessary to comply with legal or ethical obligations.

DEFINITIONS: as used in this form:

“Close family member” means (1) your spouse or domestic partner, (2) any lineal descendant (child, grandchild, etc.) or ancestor (parent, grandparent, etc.) and their spouses/partners, (3) any other person related up to the third degree of consanguinity (e.g. brothers/sisters, aunts/uncles, nephews/nieces) and their spouses/partners, and (4) any other family member who is a member of your household, and their spouses/partners. Relation by adoption or of half-blood is equivalent to full blood.

“Significant financial interests” means (subject to the exceptions below) anything of monetary value, including, but not limited to, salary or other payments for services (e.g., consulting fees or honoraria); equity interests (e.g., stocks, stock options or other ownership interests); and intellectual property rights (e.g., patents, copyrights, and royalties from such rights). **Exceptions:** The term does not include: (1) salary or other remuneration from USRowing as an employee; (2) financial interests in business enterprises or entities if the value of such interests does not exceed \$10,000 (or \$10,000 per annum if such interests represent salary, fees or other continuing payments), when aggregated for the responsible person, the responsible person’s spouse/domestic partner, and dependent children; or (3) equity interests, regardless of value, in any **publicly held corporation**, so long as such interest does not or represent more than 5% ownership interest for any one enterprise or entity when aggregated for the responsible person, the responsible person’s spouse/domestic partner, and dependent children; (4) inheritances, and income from debt obligations of the US, state, or local governments, certificates of deposit, and broadly diversified mutual funds and brokerage accounts managed by third parties.

“Likely to Do Business with USRowing” refers to an entity that is: (1) a current sponsor, partner, grantor, patron, supplier, outfitter of USRowing, (2) any potential provider of goods, equipment or services directed particularly to the sport of rowing, where USRowing regularly deals in such goods, equipment or services in amount greater than \$10,000 per year, (3) itself engaged in the sport of rowing, or (4) is another national or international sports governing body. A list of the first category shall be maintained by the Executive Director and made available to all persons required to complete this form. Examples of the second category include, but are not limited to boat manufacturers, insurance providers for rowing events, and regatta and training venue providers. The third category would include organizational members of USRowing, or other sponsors of rowing programs, whether competitive or recreational. The fourth category includes the USOC, FISA, any other US national governing body, or any other international sports federation.

1	NAME:	<i>first name</i>	<i>last name</i>	<i>middle initial</i>
2	US ROWING POSITION:	<input type="checkbox"/> Board of Directors <input type="checkbox"/> Employee (Job Title: _____) <input type="checkbox"/> Committee/Commission member <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <input type="checkbox"/> High Performance Committee <input type="checkbox"/> Masters Committee <input type="checkbox"/> Sports Medicine Committee <input type="checkbox"/> Other (Specify: _____) </div> <div style="width: 45%;"> <input type="checkbox"/> Referee Commission <input type="checkbox"/> Junior Committee (Men or Women) </div> </div>		

FINANCIAL INTERESTS

3 **Your Employer:** Check here if self-employed

4 **List and describe all other entities in which you, your spouse/domestic partner, or your dependent children have a significant financial interest.**

5 **List and describe the names of all entities in which a close family member has a significant financial interest in an entity likely to do business with USRowing.**

<i>Name and relationship of close family member</i>	<i>Name and description of entity likely to do business with USRowing</i>
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6 **List any close family members who are employed by USRowing.**

<i>Name and relationship of close family member</i>	<i>Position with USRowing</i>

7 **List any gifts or gratuities that you, your spouse/domestic partner, or dependent children have received since your last disclosure statement from an entity likely to do business with USRowing. (You need not disclose minor business courtesies, such as meal costs under \$100, promotional items of nominal value, or traditional mementoes associated with rowing competition such as t-shirts, etc.) See USRowing Code of Conduct for policy regarding gifts, gratuities and entertainment.**

<i>Description of gift</i>	<i>Name and description of entity likely to do business with USRowing</i>
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NATIONAL TEAM INTERESTS

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Identify all USA national rowing team members of the past two calendar years, or aspirants for the current year's national team, for whom you have been a fiduciary, or with whom you have had a relationship of trust or confidence. A relationship of trust or confidence includes, for example, a coach/athlete relationship, lawyer/client relationship, or doctor/patient relationship. Do not identify a relationship that is part of your responsibilities as a USRowing officer or employee.

<i>Name of national team athlete</i>	<i>Nature of relationship</i>
<i>Name of national team athlete</i>	<i>Nature of relationship</i>
<i>Name of national team athlete</i>	<i>Nature of relationship</i>

DISCLOSURE OF CONFLICTS OF INTEREST

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The foregoing questions are intended to solicit information about circumstances that might tend to give rise to a conflict of interest. It is the ultimate responsibility of every USRowing officer or employee, however, to disclose a situation, whether or not covered in the foregoing questions, in which a reasonable observer, acquainted with all the pertinent facts, might perceive that the objectivity or independence of the judgment, or conduct in carrying out the duties and responsibilities as an employee or Association member/leader, is adversely affected. If you believe you have such a conflict of interest, please describe it below.

CERTIFICATION

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I certify that the foregoing information provided by me is true and correct to the best of my knowledge. I understand that I have a continuing obligation to amend and revise my responses to this disclosure form, and to disclose any conflicts of interest that may arise after I have executed this form.

Date:	<div style="border-top: 1px dashed black; margin-bottom: 5px;"></div> <i>Signature</i>
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