

Approved by the Board of USATH 10/28/2021

**GIFTS AND ENTERTAINMENT POLICY
OF
USA TEAM HANDBALL (“USATH”)**

1. Purpose

USATH is committed to sustaining an ethical workplace free of conflicts of interest and perceived conflicts of interest. USATH therefore has adopted this Gifts and Entertainment Policy to provide instruction to USATH employees, board members, officers, committee members, task force members, hearing panel members, and volunteers regarding how to handle offers of gifts or other forms of entertainment from individuals or companies that do business with, or are interested in doing business with, USATH. Additionally, it provides instruction on USATH extending gifts to third parties.

This policy should not be considered in any way as an encouragement to make, solicit or receive any type of gift or entertainment. Indeed, USATH employees, board members, officers, committee members, task force members, hearing panel members, and volunteers may not, under any circumstances, actively solicit any type of gift or entertainment. Further, USATH will not under any circumstances permit or authorize participation in any business gifts or entertainment that might be considered lavish, inappropriate or illegal.

2. Applicability of Policy

This Gifts and Entertainment Policy is applicable to all USATH employees, Board of Directors members, officers, committee members, task force members, hearing panel members, employees, contractors, coaches, referees, interns, and volunteers, as well as their spouses and immediate family members (“Affiliated Individuals”).

3. Receiving Business Courtesies

a. Current Business Partners

Affiliated Individuals may accept gifts from individuals and companies that currently do business with, or make donations to USATH as follows:

- i. Partner/sponsor/supplier products and partner/sponsor/supplier-branded products (e.g., logoed jackets) with a value of up to \$1,000 per Affiliated Individual, per year, per individual/company;
- ii. Other gifts with a value of no more than \$100 per Affiliated Individual, per year, per individual/company;
- iii. Invitations for the Affiliated Individual to attend sporting events with an individual/company representative including travel to and from such events only to the extent approved in advance by USATH's Judicial Committee.
- iv. On an infrequent basis, invitations for a spouse or family member to join the Affiliated Individual at sporting events with an individual/company representative;
- v. Invitations to attend fundraising events with an individual/company representative at no cost to the Affiliated Individual;
- vi. Invitations to attend other social, educational, or entertainment events intended to enhance the business relationship, provided that the cost of the event does not exceed \$100 per Affiliated Individual per event and \$400 total per individual/company per year; and
- vii. Perishable or consumable gifts provided that the gift is reasonable and not unduly lavish.

b. Prospective Business Partners

Affiliated Individuals may accept gifts from individuals and companies that are not current business partners of USATH but that may or may not be seeking to engage in a business relationship with USATH as follows:

- i. Gifts with a value of not more than \$100 per Affiliated Individual, per year, per individual/per company;
- ii. Invitations for the Affiliated Individual to attend sporting events with an individual/company representative (but not travel to and from such events);
- iii. Invitations to attend fundraising events with an individual/company representative;
- iv. Invitations to attend other social, educational or entertainment events intended to promote the business relationship provided that the cost of the event does not exceed \$100 per Affiliated Individual, per event and \$200 total per Affiliated Individual, per individual/company, per year.

c. Limitations

Affiliated Individuals may never accept cash or financial instruments, such as checks or stocks. Under the guidelines set forth herein, Affiliated Individuals may accept gift certificates or gift cards.

4. Disclosure and Approval

All gifts or invitations falling under Section 3(A)(1), Section 3(A)(3), and Section 3(B)(2) above, and all invitations that involve the third party paying for the Affiliated Individual's travel and/or overnight accommodations, must be promptly reported to the Judicial Committee and USATH's CEO. Where the gift or invitation is made to the CEO, the requisite disclosure must be made to the Judicial Committee. Prior to accepting invitations or gifts that include travel and/or overnight accommodations during business hours, written approval must be received from the CEO. In the case of the CEO's request for approval, such approval must be received from the Judicial Committee.

Any potential gifts or invitations extended that exceed the limits and/or parameters noted above must be disclosed to, and approved in advance and in writing by Judicial Committee or CEO, as appropriate, before they may be accepted.

In addition, the Judicial Committee and CEO may, in consultation with the Affiliated Individual, require that any gift(s) be returned, donated to USATH, or donated to another agreed-upon charity if the Judicial Committee or CEO believes that such gift(s) is not proper and/or creates an appearance of impropriety.

The Gift Disclosure form is attached.

5. Extending Business Courtesies

General Rules

There may be times when an Affiliated Individual wishes, as a business matter, to extend to a current or potential USATH business associate (i.e., an individual or company) a gift or an invitation to attend a social event (e.g., reception, meal, sporting event, or theatrical event) to further or develop a business relationship. In such instances, gifts may not exceed \$100 in value per person per year, without the prior written approval of the CEO and/or the Judicial Committee.

Invitations to events must be reasonable and appropriate. Topics of a business nature must be discussed at the event, and the USATH employee or Board Member must be present. The cost associated with such an event should not exceed \$100 per person/company per year, except with regard to sporting events and fundraising functions, without the prior written approval of the CEO. Moreover, such business entertainment with respect to any particular individual must be infrequent, which, as a general rule, means not more than four (4) times per year. Frequency beyond the foregoing must be pre-approved in writing by the CEO. To

the extent the USATH employee or Board Member has knowledge of applicable restrictions by a recipient's organization on gifts and entertainment, the USATH employee or Board Member must undertake best efforts for all business entertainment and gifts to comport with the restrictions imposed by the recipient's organization.

USATH employees or Board members may give gift certificates within the limits set forth in this policy, but may never give cash or financial instruments, such as checks or stocks.

a. Development Division/Staff

USATH recognizes that the limits set forth in Section 5 may hamper the ability of the USATH staff to perform their job functions. In light of this, the foregoing limits will not apply to the staff if the invitation or event is part of normal and reasonable job duties and the event is not lavish or unreasonable. For the staff only, the cost of gifts and events for which no prior written approval is required is \$600 per person per year. To the extent any gift or invitation exceeds that limitation, the staff member must obtain the prior written approval from the CEO.

b. Government Employees

The giving of gifts to federal, state, and local government employees is governed by a complex set of rules that is typically agency-specific. Generally, the giving of gifts to government employees is very limited or prohibited. Before offering a gift to a government employee, of any value, you must receive the approval of the CEO in advance and in writing.

c. Disclosure And Approval

All gifts or invitations offered by an Affiliated Individual must be covered by the appropriate USATH budget and must be approved in advance by the appropriate USATH supervisor. All gifts or invitations extended that exceed the limits and/or parameters noted above must be disclosed to, and approved in advance and in writing by, the CEO before they may be offered.

d. USATH Point of Contact

Affiliated persons in need of further information or guidance in relation to this policy should contact the CEO.

USATH GIFT DISCLOSURE FORM

Please complete this form immediately upon receipt of personal gifts received in your capacity as an employee or representative of USA Team Handball ("USATH").

Name: _____

- USATH Employee USATH Board Member USATH Volunteer
- USATH Committee Member USATH Hearing Panel Member
- USATH Task Force Member Athlete Representative
- Contractor
- Other (please specify): _____

Describe the gift(s) received:

- The value of the gift is estimated at \$_____. Note: This is a good faith estimate based on retail value. If the value cannot reasonably be estimated or determined, so state.
- Please describe the source of the gift (name and relationship to USATH) and under what circumstances it was received:

Current business partner: _____

Prospective business partner: _____

Other:

- Indicate below any matters pending or likely to arise in the future that might involve the donor: _____

Certification: I certify that this gift was not solicited.

SIGNATURE: _____
DATE: _____

Send this completed form to:

Michael King
CEO, USA Team Handball
michael.king@usateamhandball.org