



USA Boxing Code of Ethics

The purpose of this Code of Ethics is to gather in one place the rules that will govern the conduct of USA Boxing's Board of Directors, committee members, hearing panel members, officers, employees, contractors, and volunteers.

As the guardians of Olympic-style boxing in the United States, and because we operate in the public spotlight, we are expected to conduct our affairs on a basis consistent with the great trust that has been placed in us. This requires our behavior to conform to the highest ethical principles. The Code of Ethics should be read and understood by every participant in USA Boxing activities. In addition, this Code of Ethics incorporates all obligations and commitments undertaken by members who agree to USA Boxing's Athlete Code of Conduct and Non-Athlete Code of Conduct as a condition of membership, which Codes of Conduct are attached hereto and incorporated herein.

General Statement

Each person subject to this Code of Ethics shall act in an honest and ethical manner and shall follow the rules, policies and procedures of USA Boxing and the USOPC and shall follow the rules governing fair play and competitive manipulation in the Olympic and Paralympic movements (the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, Section 6.1 as applicable), as well as state and federal laws as applicable.

No funds or assets of USA Boxing may be used for any unlawful purpose, and no covered individual may engage in unlawful or discriminatory conduct.

Fiduciary Duties

The members of USA Boxing's Board of Directors, committees and task forces, shall owe to USA Boxing the same duties of care and loyalty as are owed by directors of nonprofit corporations organized under the laws of the State of Colorado. Specifically, each director, officer and committee/commission/task force member shall discharge his or her duties (a) in good faith, (b) with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and (c) in a manner that the director, officer or committee member reasonably believes to be in the best interests of USA Boxing.

Notwithstanding the foregoing, no person shall be personally liable to USA Boxing for monetary damages for breach of fiduciary duty unless such damages result from (a) a breach of the duty of loyalty, (b) acts or omissions not in good faith or that involve intentional misconduct of a knowing violation of law, or (c) transactions from which the director, officer or committee member directly or indirectly derives an improper personal benefit.

Conflicts of Interest

USA Boxing volunteers and employees must be free from any influence which might interfere or appear to interfere with the proper and efficient discharge of their duties, or which might be inconsistent with their duty of loyalty to USA Boxing. It is also the duty of USA Boxing staff and volunteers not to use their position with USA Boxing for personal advantage or gain. To that end:

- No USA Boxing volunteer or employee shall accept compensation in any form for services within the scope of his/her duties to USA Boxing, unless otherwise approved by the National Office or Board of Directors. By way of example, no USA Boxing volunteer or employee, except for athletes speaking on the subject of their competitive experiences, shall accept honoraria for speaking engagements where the subject of the discussion is Olympic-themed. It is expected that exceptions to this rule will be made where

no actual or perceived conflict of interest exists. USA Boxing volunteers and employees are encouraged to submit requests for exceptions to the Executive Director.

- No USA Boxing volunteer or employee shall engage in outside activities that are in conflict with the interests of USA Boxing.
- USA Boxing volunteers and employees shall endeavor to remain free from obligations to, or relationships with, any person or concern with whom USA Boxing has a business or other relationship. Where a USA Boxing volunteer or employee has such an obligation or relationship, he or she shall:
 1. Disclose the interest to the Executive Director, who shall have the authority to either (a) approve the relationship, or (b) refer the matter to the Board of Directors for further consideration;
 2. Excuse himself or herself from any formal or informal discussions related to the relationship between USA Boxing and the person or concern; and
 3. Abstain from voting and from seeking to influence the vote on any matter related to the person or concern.
- USA Boxing volunteers and employees shall not use for their own gain, or disclose to any third party, any proprietary or confidential information of USA Boxing.
- USA Boxing volunteers and employees shall not use assets of USA Boxing for personal gain or facilitate the use of such assets for purposes other than the furtherance of USA Boxing's mission.
- Because the appearance of impropriety can be just as damaging as actual impropriety, conduct which appears to be improper is also unacceptable.

Gifts & Entertainment

- Except as permitted herein, no USA Boxing employee; member of the Board of Directors or officer; committee, task force or hearing panel member; volunteer; contractor; or their immediate family member shall accept or provide any gift including entertainment in value over \$150 to any person with whom USA Boxing does business or who is involved in USA Boxing competitions in any manner or to any government employee whose position includes the oversight or sanctioning of USA Boxing activities. The gift policy will also apply to the purchase of goods and services at a price less than the price that is available to other similarly situated persons.
- The following gifts shall be permitted:
 1. Gifts from relatives
 2. Gifts from personal friends, unless the gift is provided because of a USA Boxing affiliation
 3. Gifts from USA Boxing
 4. Gifts provided as a result of the recipient's outside business or employment activities
 5. Awards or prizes given to competitors in contests or events open to the public
 6. Honorary degrees and other bona fide, non-monetary awards presented in recognition of service
 7. Gifts of personal hospitality
 8. Plaques and trophies that are commemorative in nature
 9. Food or refreshments offered other than as a part of a meal
 10. Hospitality (e.g., tours, entertainment, event tickets, meals) provided to groups in conjunction with USA Boxing Board committee and task force meetings.

- Questions regarding the application of the gift policy will be addressed by the Executive Director. Individuals may disclose any gifts and the Executive Director will have the authority to waive the application of the gift policy on an exceptional basis if no actual or perceived conflict of interest exists. Please contact the Executive Director in person or at mmcatee@usaboxing.org.
- Each employee and volunteer will be required to make an annual certification that they have not accepted or given gifts in violation of the rules.
- Care must also be taken not to influence, or appear to influence, the decision-making processes of third parties through gift giving. To that end, the same restrictions that apply to the receipt of gifts shall apply to the delivery of gifts to third parties and government officials.

Bar on Facilitating Employment of Certain Individuals

No employee, contractor, or agent of USA Boxing (including members of the Board of Directors) shall participate in any manner in assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that such member or former member violated the policies or procedures of the Center for SafeSport related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center for SafeSport.

Reporting /Enforcement

All covered individuals are obligated to report suspected violations of this Code of Ethics.

Anyone with a good faith belief that an individual has violated the Code of Ethics may notify USA Boxing by email to the Membership Director at ismith@usaboixng.org or the Executive Director at mmcatee@usaboxing.org or report through the USA Boxing Whistleblower Policy or the USA Boxing Grievance Procedures, both located at <https://www.usaboxing.org/about-us/compliance-policies>. Reports may be made anonymously, if desired. USA Boxing has zero tolerance for retaliation against an individual for filing a good faith report of a violation or potential violation.

Disciplinary Procedures and Penalties

Violations of the Code of Ethics will follow the USA Boxing Grievance / Complaint Policy. Failure to comply with the USA Boxing Code of Ethics set forth in this document may result in suspension or termination of the subject's USA Boxing membership.

Anyone, including athletes, who violates the Code of Ethics is subject to disciplinary measures which may include termination of employment, membership or expulsion from the Board (or committee or task force). Disciplinary measures may also be taken with respect to senior staff who condone improper conduct by their associates or who do not take measures to correct problems which are brought to their attention. The Executive Director shall review and investigate all violations of the Code of Ethics by members/volunteers and, if appropriate, recommend the individual's rights to participate in a hearing with the Ethics Committee, which consists of disinterested parties. The Executive Director shall review all violations of the Code of Ethics by staff and shall take appropriate action.

No Retaliation: No individual who in good faith reports a violation of the Code or who is protected by the policies listed (including individuals who participate in investigations) shall suffer harassment, retaliation or adverse membership consequences. "Retaliation" as used in this policy means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with (A) the Center of SafeSport; (B) a coach, trainer,

manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress.

Retaliation may be present even where there is a finding that no violation occurred, but “retaliation” does not include good-faith actions lawfully pursued in response to a report of a violation. In addition, no individual nor the NGB itself shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds as outlined in the Ted Stevens Act, Section 220509(b)(5). For purposes of this Policy, a report is made in good faith when the individual making the report has an honest belief that the misconduct being reported has occurred and is a violation (or may be a violation) of the applicable rules. A person who makes a report that is not in good faith, including a report that is knowingly false, violates this policy and may be subject to sanctions hereunder.

USOPC Athlete Ombudsman & USOPC Integrity Portal

Individuals who wish to report concerns about the Code of Ethics as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to USAB, may submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online at usopc.ethicspoint.com or by telephone to 877-404-9935.

Team USA athletes may contact the USOPC Athlete Ombudsman Office at ombudsman@usathlete.org independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. Or please see the Ombuds Policy at <https://bit.ly/OmbudsPolicy> for more information.

Conclusion

This policy serves as a framework to guide ethical conduct, but by no means covers every situation. If you are unclear about the requirements of this policy, please consult the national office, your supervisor or contact the Executive Director. You have a responsibility to ask questions if you have doubts about a situation or proposed course of action.

Members of USA Boxing’s Board of Directors, the Athletes’ Advisory Council, all committees and task forces, USA Boxing’s employees shall be required to sign an annual Conflict of Interest certification, which references compliance with the Code of Ethics.