



Conflict of Interest Disclosure Statement

Last Updated: January 2026

I, _____, am a member of USA Triathlon and serve in the following role:

- Employee of USA Triathlon
- Member of the USA Triathlon Board of Directors
- Member of the USA Triathlon Foundation Board of Trustees
- Intern of USA Triathlon
- Contractor/Vendor
- Committee/Council/Working Group/Taskforce Member (please specify): _____
- Other (please specify): _____

(Select all that apply)

I affirm that I:

- Have received a copy of the USA Triathlon Conflict of Interest Policy (“**Policy**”), available [here](#).
- Have read and understand the Policy.
- Agree to comply with the Policy.
- Understand that I must disclose all potential, actual and perceived conflicts of interest in this written disclosure.
- Understand that as new potential, actual or perceived conflicts arise or as circumstances change, I must update this written disclosure.

*This disclosure statement also requires you to provide information with respect to other parties that are related to you, defined collectively as an “**Affiliated Person**” which includes the following:*

- **Family:** Your spouse, domestic partner, child, mother, father, or sibling;
- **Third-Party Organization:** Any corporation or organization of which you are a board member, officer, or partner, or of which you participate in management or are employed by, or are, directly or indirectly, a debt holder or the beneficial owner of any class of equity shares; and
- **Trust:** Any trust or other estate in which you have a substantial beneficial interest or as to which you serve as a trustee or in a similar capacity.

DISCLOSURE QUESTIONS

If you answer YES to any of these questions, please provide a detailed explanation in the box at the end of the document.

1. In the past year, have you or an Affiliated Person (a) provided or leased, as appropriate, services, property, or equipment to USA Triathlon, and/or (b) received remuneration for services, property, or equipment from USA Triathlon?

Note: this excludes any services as a board member/committee member /employee/contractor.

Yes No

2. Have you or an Affiliated Person purchased goods, services, or property from USA Triathlon in the past year?

Note: this excludes payment for membership, registration to a USA Triathlon event, or purchases from the USA Triathlon shop.

Yes No

3. Have you or an Affiliated Person had any direct or indirect interest in any business transaction(s) in the past year to which USA Triathlon was or is a party, or plan to have such transaction in the future?

Note: this includes the gift, purchase, or sale of real estate, securities, or other property.

Yes No

4. Were you or an Affiliated Person indebted to pay money to USA Triathlon at any time in the past year?

Note: this excludes travel advances and similar.

Yes No

5. In the past year, did you or an Affiliated Person receive/become entitled to receive, directly or indirectly, any personal benefits from USA Triathlon or as a result of your relationship with USA Triathlon, that in the aggregate could be valued over \$1,000?

Note: compensation or reimbursements directly related to your duties to USA Triathlon are excluded.

Yes No

6. Are you or an Affiliated Person a party to or have an interest in any pending legal proceedings involving USA Triathlon?

Yes No

7. Have you or an Affiliated Person been involved with any third party dealing or competing with USA Triathlon, including, but not limited to, any other National Governing Body (NGB)?

Note: this would cover the following types of involvement: holding office, serving on a board, participating in management, owning stock, holding debt/proprietary interest, receiving gifts or loans, or being employed.

Yes No

8. Have you or an Affiliated Person had a relationship with (a) a competing or affinity organization of USA Triathlon, (b) donors or others supporting USA Triathlon, or (c) agencies, organizations, or associations which affect the operations of USA Triathlon?

Note: examples of these could be other NGBs or Triathlon National Federations, USAT Foundation donors, or the USOPC, USADA, the US Center for SafeSport or World Triathlon.

Yes No

9. Do you or an Affiliated Person have relatives or close associates, that are Board members, committee members/council members/task force members, development team/elite/national team athletes, or employees of USA Triathlon?

Yes No

10. Have you or an Affiliated Person used USA Triathlon's time, personnel, equipment, supplies, or goodwill for anything other than USA Triathlon-job specific purposes?

Note: examples here could include use of USA Triathlon equipment for races you hosted or other athletes you coach, use of USA Triathlon rented venues for personal use/coaching use, use of USA Triathlon rented/owned vehicles for personal use. Please disclose these details even if you obtained permission from your supervisor.

Yes No

11. Are you aware of any other events, transactions, arrangements or other situations that have occurred or may occur in the future that you believe represent a potential, actual or perceived conflict of interest that should be reviewed by USA Triathlon's Ethics Committee in accordance with the Policy?

Yes No

Please provide a detailed explanation for all questions you answered **YES** to in the box below:

I HEREBY CONFIRM that my responses to the above questions are complete and correct to the best of my information and belief.

I agree that if I become aware of any information that might indicate that this disclosure is inaccurate or that I have not complied with the Policy, I will notify the USA Triathlon Legal Team (legal@usatriathlon.org) immediately.

Signature

Date

Signature (USA Triathlon Legal Team)

Date