



CONFLICT OF INTEREST POLICY

OF

USA Judo

1. Purpose

USA Judo is committed to sustaining an ethical organization free of conflicts of interest and perceived conflicts of interest. Each Affiliated Individual (as defined below) has the responsibility to administer the affairs of USA Judo honestly and prudently, and to exercise their best care, skill, and judgment for the sole benefit of USA Judo. Those persons will exercise the utmost good faith in all transactions involved in their duties, and they will not use their positions with USA Judo or knowledge gained therefrom for their personal benefit. The interests of the organization must be the first priority in all decisions and actions. USA Judo requires that any of its Affiliated Individuals recognize, attempt to avoid activities or investments that involve, might appear to involve, or could result in a potential conflict of interest.

This policy does not attempt to provide an exhaustive list of every possible circumstance that might give rise to a conflict of interest, but provides examples of situations or “**transactions**” where potential conflicts of interest often arise. A “**transaction**” is any contract, transaction, agreement or relationship involving the sale or purchase of goods, services, or rights of any kind, the providing or receipt of a grant or loan, or the establishment of any other financial relationship with USA Judo.

2. Applicability of Policy

This Conflict of Interest Policy is applicable to all USA Judo Affiliated Individuals. “**Affiliated Individuals**” include, but are not limited to, members of USA Judo’s Board of Directors (the Board of USA Judo), officers, committee members, task force members, hearing panel members, employees, independent contractors and volunteers.

3. Definitions

A “**Conflict of Interest**” or “**Conflict**” exists when an Affiliated Individual’s activities interests, or relationships interfere with, influence, or have the potential to interfere with or influence his or her responsibilities on behalf of USA Judo or undermine the interests of USA Judo. The activities and interests of an Affiliated Individual’s relatives and close associates must also be considered when evaluating whether a conflict of interest exists. Relatives and close associates (RCAs) include spouses/domestic partners, children, siblings, parents, in-laws, close friends, and business partners.

A “**conflict of interest**” can exist in the context of athlete or team selection when an Affiliated Individual participates in a selection decision that involves or impacts an athlete who is an RCA of the Affiliated Individual or when an Affiliated Individual participates in a benefits or services allocation decision that directly impacts the Affiliated Individual or their RCAs.

As defined below, a conflict of interest may be actual, potential, or perceived:

i. Actual Conflict of Interest

An actual conflict of interest exists when an Affiliated Individual has an active relationship with a person or organization that may influence their decision making in their role with USA Judo.

ii. Potential Conflict of Interest

A potential conflict of interest exists when an actual conflict of interest has not yet been established, but there is reasonable cause to believe that a future event may create a conflict of interest. An example of a potential conflict of interest is an Affiliated Individual that has an active relationship with a person or organization that is under consideration for a vendor contract with USA Judo. By contrast, if the vendor relationship is established, the Affiliated Individual would have an actual conflict of interest related to this vendor.

iii. Perceived Conflict of Interest

A perceived conflict of interest exists when an Affiliated Individual does not have an active relationship with a person or organization, but it may appear to another individual that a connection between the two exists and has influenced a decision made by the Affiliated Individual. A perceived conflict of interest may also exist if an Affiliated Individual has disclosed a conflict of interest and has recused themselves from decision making but takes actions that make it appear that they were involved in the decision (e.g., the conflicted person recused themselves from a discussion about a particular decision but remained in the room while the discussion was ongoing). It is important to remember that perceived conflicts of interest are often seen by others as actual conflicts of interests.

4. Areas in Which Conflicts May Arise

Conflicts of interest often arise due to the relationships Affiliated Individuals have with the following third parties:

- a) Persons or entities supplying goods and services to USA Judo;
- b) Persons or entities leasing property or equipment to USA Judo;
- c) Persons or entities with whom USA Judo is dealing or planning to deal in connection with the gift, purchase or sale of real estate, securities or other property;
- d) Competing or affinity organizations;
- e) Donors and others supporting USA Judo;

f) Agencies, organizations, and associations which affect the operations of USA Judo; or

g) Family members, friends, close associate, and other employees. A **“Family Member”** is defined as a spouse, domestic partner, parent, parent of spouse/domestic partner, child, stepchild, child of a domestic partner, sibling, or the sibling of a spouse/domestic partner of an Affiliated Individual.

Potential and/or perceived conflicts of interest often arise when Affiliated Individuals have an interest, directly or indirectly, with any persons or entities mentioned above. Examples of potential/perceived conflicts of interest are listed below. The list below is not intended to be an all-inclusive list of every instance that may create a potential/perceived conflict of interest, but, rather, is simply a sample of the types of relationships and activities that may give rise to a conflict of interest. If an Affiliated Individual or other disclosing individual has any question as to whether a relationship or activity may create a conflict of interest, a disclosure must be made.

Examples of potential conflicts of interest that should be disclosed are listed below:

- iv. Affiliated Individual or their Family Member owns stock or holds debt or other proprietary interests in any third party dealing or who may potentially deal with USA Judo.

EXAMPLE: A USA Judo board member owns a 70% interest in a company seeking to enter into a contract with USA Judo to provide consulting services.

- v. Affiliated Individual or a Family Member owns a business, maintains a second job, or provides goods or services under a provider, contractor, or consulting agreement, whereby the outside business provides goods or services to USA Judo, the USOPC, or any other NGB.

EXAMPLE: USA Judo is contemplating entering into an agreement with an HR consulting company owned by a USA Judo employee’s husband.

- vi. Affiliated Individual or a Family Member holds a position of executive, officer or director, participates in the management of, or is otherwise employed (or formerly employed) by any third party dealing with USA Judo.

EXAMPLE: A USA Judo board member is the CEO of a technology company negotiating a contract with USA Judo to provide IT services.

- vii. Affiliated Individual uses USA Judo's time, personnel, equipment, supplies, or goodwill for anything other than USA Judo-approved activities, programs, and purposes.

EXAMPLE: A USA Judo employee uses a USA Judo vehicle for a personal road trip.

- viii. Affiliated Individual solicits gifts or gratuities using their USA Judo role or accepts personal gifts, loans, gratuities, or discounts from third parties in violation of USA Judo's Gift & Entertainment Policy. No personal gift of money should ever be accepted.

EXAMPLE: A USA Judo employee using her position at USA Judo to obtain box seats to a sporting event from a vendor for personal use.

EXAMPLE: Accepting tickets to an NFL game worth \$250 from a business seeking to obtain a contract to provide landscaping services for USA Judo headquarters.

EXAMPLE: A USA Judo board member gets paid a commission if USA Judo enters into a particular contract with a third party.

- ix. Affiliated Individual or a Family Member acts as an agent, representative, or consultant to a business whose interests may conflict with the interests of USA Judo.

EXAMPLE: A USA Judo board member agrees to promote another NGB in negotiations with potential sponsors or licensees.

- x. Affiliated Individual or a Family Member has a business relationship with a sponsor, supplier, licensee, or vendor of USA Judo (for a current list of USA Judo sponsors, suppliers, and licensees, go to <https://www.teamusa.org/USA-Judo/About-Us/Our-Proud-Sponsors>).

EXAMPLE: A USA Judo employee's spouse provides legal services to a USA Judo sponsor.

- xi. Affiliated Individual awards USA Judo business to, or provides favorable treatment to, a business owned or controlled by a volunteer, family member, or personal friend.

EXAMPLE: USA Judo is contemplating entering into a contract for landscaping services with a company because the landscaping company is owned by an employee's brother.

- xii. Affiliated Individual drafts selection procedures or participates and/or votes within a discretionary selection committee of USA Judo when they have a relationship with an athlete who is potentially impacted by the selection procedures (e.g., as coach, trainer, parent, etc.) or when Affiliated Individual might benefit directly or indirectly from the selection method.

EXAMPLE: USA Judo employee participating in a decision to select an athlete on USA Judo's team for World Championships or major international competition when the USA Judo employee is athlete's current coach or family member.

EXAMPLE: The athlete representative assisting with drafting, voting on, and/or signing the procedures is also competing for a spot on the team for which the procedures are written.

- xiii. Affiliated Individual engages in activities or maintains interests, that interfere with or influence, or have the potential to interfere with or influence, the satisfactory performance of their responsibilities on behalf of USA Judo or undermine the interests of USA Judo.

EXAMPLE: A USA Judo board member has a significant client who owns or operates a facility being considered as the host of a USA Judo event.

EXAMPLE: An Affiliated Individual serves on a hearing panel or appeal panel involving discipline against a member of the Affiliated Individual's club / team / family.

EXAMPLE: An athlete is the potential recipient of benefits or services that are being allocated by USA Judo and participates in the allocation decision.

- xiv. USA Judo Officer is an officer of another NGB.

5. Interpretation of This Policy

The areas of conflicting interest and relations in those areas which may give rise to a conflict, as listed in Section 4, are not exhaustive. Affiliated Individuals should disclose all relationships and activities which may give rise to a potential conflict of interest, whether or not listed expressly in Section 4.

However, disclosure of a conflict, potential, or perceived conflict of interest does not necessarily prohibit involvement in the disclosed activity or with USA Judo. For example, the conflict might not be material enough to be of practical importance,

or if it is material, it might be possible for the USA Judo and Affiliated Individual to implement appropriate mitigating measures upon full disclosure of all relevant facts and circumstances. However, it is USA Judo's policy that the existence of any of the interests described or similar in nature to those described in Section 4 will be disclosed before any transaction is consummated or any vote taken on an action, contract, relationship, or decision that would give rise to the potential conflict of interest. It is the continuing responsibility of each Affiliated Individual to scrutinize his/her transactions and outside business interests and relationships for potential conflicts and to immediately make such disclosures.

6. Disclosure Policy and Procedure

In addition to the mandatory self-disclosures required from each Affiliated Individual under Sections 9 and 10 of this policy, any individual with a good faith belief that another Affiliated Individual has a conflict of interest may notify the USA Judo Ethics & Grievance Committee of such perceived conflict pursuant to the procedures set forth below. Such notice may be provided anonymously. Furthermore, should any Affiliated Individual become aware of any undisclosed conflict of interest, or any conflict of interest not fully disclosed, such person should make full disclosure of their knowledge of the potential conflict of interest involved to USA Judo's Ethics & Grievance Committee. No individuals shall retaliate against or harass or intimidate another party, or cause another person to do so, for making or raising actual or possible conflicts of interest.

Affiliated members are encouraged to disclose conflicts whenever they may arise or whenever the member becomes aware of them, in addition to annual disclosures. Specifically, Board members, committee members and members of tribunals or panels must disclose any conflicts when they arise or whenever they become aware of them. Additionally, Board members, committee members and members of hearing panels must disclose any potential or perceived conflicts of interest at all meetings or hearings and any disclosures will be recorded in the meeting minutes or panel report.

After disclosure of the conflict or potential conflict of interest and all material facts, and after any discussion with the interested person and any other relevant party, the Ethics & Grievance Committee will decide if a conflict of interest exists pursuant to the procedures set forth in Section 7 below, as applicable, and if there are mitigating measures that could be implemented to permit USA Judo to move forward with the transaction or activity.

Review, investigation and/or resolution of all potential conflicts of interest will be made by disinterested parties.

7. Procedures for Reviewing and Managing Potential Conflicts of Interest

a) Review of Disclosures

USA Judo staff collects and reviews conflict of interest disclosures, documents any actual or potential conflicts of interest, and determines any actions required to manage the conflict of interest. Conflict of interest disclosures for the **CEO** and Board of Directors are provided to the Ethics & Grievance Committee for review.

Conflicts will be addressed as follows:

- i. USA Judo staff or Ethics & Grievance Committee, as applicable, will review the information provided by the Affiliated Individual in their disclosure, requesting additional information from the Affiliated Individual if necessary to fully understand the nature of the conflict.
- ii. USA Judo staff or Ethics & Grievance Committee, as applicable, will determine whether an actual or apparent conflict of interest exists.
- iii. USA Judo staff or Ethics & Grievance Committee, as applicable, determines that an actual or apparent conflict of interest exists, they will determine whether there are mitigating measures that can be implemented to alleviate the conflict and/or what steps the interested individual and/or USA Judo must take or not take in order to avoid the conflict.

The disclosure of an actual or potential conflict of interest will not necessarily prohibit involvement in the disclosed activity or with USA Judo. Rather, each disclosure will be reviewed individually and actions may be recommended to protect the Affiliated Individual, USA Judo, and the integrity of the decisions made by the Affiliated Individual and USA Judo from actual, potential, and perceived conflicts of interests. These actions may include limitation of involvement, separation from certain USA Judo activities, or requests to cease the activity in question.

- iv. All direction for managing conflicts will be discussed with the Affiliated Individual directly. If a material conflict is identified (whether actual or potential) for the **CEO**, board member, or Designated Committee (as defined by the USOPC Bylaws) member, the Ethics & Grievance Committee must communicate, in writing, its direction on conflict management to the individual.

b) With Respect to USA Judo Transactions or Business

In the event a potential conflict of interest exists with respect to a proposed transaction or arrangement, then promptly and before any decision is made regarding the proposed transaction or arrangement, the potential conflict of interest will be addressed as follows:

- i. The interested person may make a presentation to the Ethics & Grievance Committee, which may be convened telephonically,

regarding the transaction or arrangement involving the potential conflict of interest.

- ii. The interested person will then recuse themselves from any and all discussion and approval (if applicable) of the conflict of interest.
- iii. The Ethics & Grievance Committee will determine whether an actual or apparent conflict of interest exists. For transactions, the Ethics & Grievance Committee may consider whether a competitive bid or competitive evaluation exists.
- iv. If the Ethics & Grievance Committee determines that an actual or apparent conflict of interest exists, it will determine whether there are mitigating measures that can be implemented to alleviate the conflict and/or what steps the interested individual and/or USA Judo must take or not take in order to avoid the conflict. The Ethics & Grievance Committee may determine in some cases that USA Judo cannot engage in the transaction or arrangement at all due to the conflict or potential conflict of interest.

c) With Respect to Drafting Selection Procedures and Athlete/Team Discretionary Selection

The following more particularized disclosure requirements and procedures apply in the context of drafting selection procedures and athlete/team discretionary selection decisions in order to ensure that no Affiliated Individual participating in the process has a conflict of interest that will impact his/her ability to make a fair and unbiased decision in the athlete or team selection process.

Any Affiliated Individual involved in the drafting of procedures, including the athlete representative, or on a discretionary selection committee who has a potential conflict of interest must disclose it to the Ethics & Grievance Committee for review. The following process will be followed:

- i. The Interested Person may make a presentation to the Ethics & Grievance Committee, which may be convened telephonically, regarding the potential conflict of interest.
- ii. The interested person will then recuse themselves from any and all discussion regarding the potential conflict of interest.
- iii. The Ethics & Grievance Committee will determine whether an actual or apparent conflict of interest exists
- iv. If the Ethics & Grievance Committee determines that a conflict of interest exists, it will either mandate the individual's recusal from the process or determine to what extent, if any, that individual can participate in the process. The Ethics & Grievance Committee may

determine that the individual can still participate in the drafting of the procedures or be included in the discussions for discretionary selection of a team, but not take part in any sign-off, vote, or decision. For example, a national team coach or high performance director may provide information to the selection committee so long as such information is provided in a fair and unbiased manner and the committee member who disclosed the conflict of interest does not vote toward the final decision.

- v. Under no circumstances will a person with an actual or potential conflict attempt to unduly influence other members of the committee in the selection process.

If the Affiliated Individual is recused and a vacancy on the committee exists, either in the drafting process or on the discretionary selection committee, USA Judo will use its best reasonable efforts to fill that vacancy. If a vacancy results in the athlete representative position, another athlete representative who meets the qualifications for that committee will be appointed and approved by a representative group of athletes.

d) With Respect to Hearing Panels

The following more particularized disclosure requirements and procedures apply in the context of seating hearing panels in order to ensure that no Affiliated Individual participating in the process has a conflict of interest that will impact his/her ability to make a fair and unbiased decision in the hearing process to resolve a grievance.

Any Affiliated Individual appointed to a hearing panel, including the athlete representative, is obligated to disclose all actual or potential conflicts of interest prior to being appointed to a hearing panel. The Ethics & Grievance Committee will solicit and review potential panel members' disclosures and make a determination on whether they are a disinterested party for the matter under review.

Hearing panel appointments are subject to an objection from either the complaining party or responding party on the grounds of a conflict of interest which is believed to be disqualifying. Objections will be handled using the following process:

- i. The objecting party may report the alleged conflict of interest to the Ethics & Grievance Committee in the fourteen (14) days following the parties' notification of hearing panel appointment.
- ii. The Ethics & Grievance Committee will review the objecting party's report and, taking all investigative steps necessary, determine whether an actual or potential conflict of interest exists.

- iii. If the Ethics & Grievance Committee determines that an actual or potential conflict of interest exists, the hearing panel member will be disqualified and a new hearing panel member will be appointed to replace the disqualified hearing panel member. The replacement hearing panel member shall be required to complete all disclosure requirements and is similarly subject to challenge by the parties as outlined in this section.

8. Violations of The Conflicts of Interest Policy

If the Ethics & Grievance Committee has reasonable cause to believe an Affiliated Individual has failed to disclose an actual or potential conflict of interest, it will promptly inform the Affiliated Individual of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

If, after hearing the Affiliated Individual's response and after making further investigation as warranted by the circumstances, the Ethics & Grievance Committee determines the Affiliated Individual has failed to disclose the conflict or potential conflict of interest, it will take appropriate disciplinary and corrective action. The Ethics & Grievance Committee will communicate all such decisions in writing to the Affiliated Individual. The Ethics & Grievance Committee's decision will be final.

In the event that a member of the Ethics & Grievance Committee is not disinterested in a particular alleged violation under review, that member shall recuse themselves from the investigation and decision-making process. In all cases, matters under review shall be reviewed by disinterested parties.

While any such failure to disclose a conflict or potential conflict of interest is under investigation, the Affiliated Individual will be precluded from engaging in further decisions of **USA Judo** that bear any relation whatsoever to the matter that is the subject of the conflict or potential conflict of interest.

9. Annual Disclosure Statements

Each Affiliated Individual will annually sign and submit to the Ethics & Grievance Committee and USA Judo's Director of Finance, Compliance & Office Operations a statement, using the standardized form, affirming that they:

- 1) Have received a copy of the conflict of interest policy;
- 2) Have read and understand the policy;
- 3) Have agreed to comply with the policy, and
- 4) Understand that USA Judo is a charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Each annual disclosure will be reviewed and addressed by the Ethics & Grievance Committee.

Any actual, perceived, or potential conflict of interest should be disclosed in the annual statement.

Any new USA Judo employee will submit a conflict of interest disclosure statement within 14 days of his or her hiring by USA Judo. Any other new Affiliated Individual will submit a conflict of interest disclosure statement by the earlier of 14 days after his or her appointment or his or her first board, committee, or task force meeting. In no event will an Affiliated Individual participate in any decisions to commit USA Judo to a proposed transaction or in athlete or team selection procedures prior to submission of his or her conflict of interest disclosure statement.

USA Judo will maintain copies of all Annual Statements submitted under this Section 9 in accordance with the document retention policies and procedures.

10. Periodic Statements/Updates

In addition, each director, officer, committee member, task force member, hearing panel member, and employee will submit to the Ethics & Grievance Committee a signed statement as necessary describing any new potential conflicts of interest as and when such potential conflicts of interest arises. USA Judo will maintain copies of all periodic statements or updates submitted under this Section 10.

Board and committee members must also review meeting agendas before each meeting to determine if, for any discussion item, they have any potential conflicts of interest that should be disclosed under this policy. At the beginning of each meeting, each board or committee member should state the agenda items for which he or she has such a potential conflict of interest. When those agenda items are addressed by the board or committee, the conflicted board or committee member may need to recuse themselves for discussions and/or board or committee votes. Board and committee members who become aware of a conflict mid-discussion, such as during a conversation that evolves to include content that presents a conflict that was not apparent from the agenda item's title, should recuse themselves at that time.

Recusal means the board or committee member must leave the room or the teleconference entirely and return only when the discussion or vote on the agenda item is completed. The minutes should reflect each disclosure and recusal.

11. Reporting Violations of the Conflicts of Interest Policy

Any individual with a good faith belief that an Affiliated Individual has a conflict of interest may notify the USA Judo Ethics & Grievance Committee of such perceived conflict by **emailing a report to Ethics@usajudo.us**. Furthermore, should any Affiliated Individual become aware of any undisclosed conflict of interest, or any conflict of interest not fully disclosed, they should make full disclosure of their

knowledge of the potential conflict of interest involved to USA Judo's Ethics & Grievance Committee at the email above. Reports may be made anonymously, if desired.

All good faith reports of violations of this policy are protected under the provisions of the USA Judo **Whistleblower Policy**.

12. Anti-Retaliation

USA Judo has zero tolerance for retaliation against people who make good faith reports of a violation or potential violation under this Policy or those who cooperate with investigations of those reports. Consult the USA Judo Whistleblower Policy [<https://teamusa-org-migration.s3.amazonaws.com/USA%20Judo/Migration/Documents/Whistleblower%20Policy.pdf>] for additional information.

Retaliation, for the purposes of this Policy, is defined as any adverse or discriminatory action, or the threat of an adverse or discriminatory action, carried out against an athlete, employee, board member or officer, member, committee member, task force member, hearing panel member, volunteer, or others associated with USA Judo as a result of any report, complaint, or other communication reporting misconduct of any kind to USA Judo, the USOPC, the Office of the Athlete Ombuds, any law enforcement agency or government entity, or employees of these organizations. Examples of adverse or discriminatory actions that would be considered retaliatory include, but are not limited to:

- Removal from a training facility
- Reduced coaching or training
- Reduced meals or housing
- Removal from competition

In addition, USA Judo, nor any of its employees, contractors, agents, or volunteers, 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.

13. Conflict of Interest Policy Lead

USA Judo's Director of Finance, Compliance & Office Operations can be contacted with any questions about this policy.

14. Additional Resources

Individuals who wish to report concerns related to this policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to their NGB, may also 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 or by telephone.

Website: usopc.ethicspoint.com

Hotline: 877-404-9935

Team USA athletes may contact the Athlete Ombuds for 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. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org

CONFLICT OF INTEREST DISCLOSURE STATEMENT

(Use additional sheets if necessary.)

I, _____, am a member of **USA Judo** and serve in the following role(s):

- Board of Directors
- Committee Member
Please specify which committee(s) _____
- Task Force Member
Please specify which task force(s) _____
- Hearing Panel Member
Please specify which panel(s) _____
- Employee
- Independent Contractor
- Volunteer
- Other
Please list: _____

I affirm:

- I have received the **USA Judo** Conflict of Interest Policy (the “Policy”).
- I have read and understand the Policy.
- I agree to comply with the Policy.
- I understand that **USA Judo** is a charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Note: This disclosure statement also requires you to provide information with respect to certain other parties that are related to you and may have an interest in the transaction. These persons are called Affiliated persons and include, but are not limited to:

Affiliated persons include your family and other people or organizations close to you. Affiliated persons can include:

- Your family members as defined in the **USA Judo** Conflict of Interest

Policy;

- Any corporation or organization of which you are a board member, an officer, a partner, participate in management or are employed by, or are, directly or indirectly, a debt holder or beneficial owner of any class of equity securities; and
- 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.

Sport and Community Involvement

Please note all sport and **USA Judo** community involvement. Please state the obvious – even if your involvement is widely known, be sure to note it here to be certain that any conflicts are up front and easier to deal with.

- I own, operate or work at a business that is involved in our sport.
- My family members or affiliate person(s) own, operate or work in a business that is involved in our sport.
- I am actively participating in our sport as a competitor, official, coach or other type of participant.
- My family member(s) or affiliated person(s) actively participate in our sport as a competitor, official or other type of participant.

1. Please state the following:

- a. name of each judo club of which you, or any affiliated persons, are a member:

- b. name of your judo coach, and the coach of any affiliated persons:

2. Do you or a family member own stock or hold debt or other proprietary interests in any third party dealing or who may potentially deal with **USA Judo**?
- Yes
 - No

Not Sure

If yes, or if you are not sure, please provide the following information:

Who Holds, or May Hold the Proprietary Interest?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

If an Affiliated person, how is this person or organization related to you?

What is the Proprietary Interest(s) held or that may be held?

3. Have you or a family member or any of your Affiliated person(s) provided services or been associated with a third party that has provided services or property to **USA Judo** in the past year?
- Yes
 - No
 - Not Sure

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that provided goods or services to **USA Judo** in the past year?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

If an Affiliated person, how is this person or organization related to you?

What goods or services were provided to the NGB in the past year?

4. Do you or an Affiliated person own a business, maintain a primary or secondary job, or provide goods or services under an agreement by which the outside business provides goods or services to **USA Judo**, the USOPC or another NGB?
- Yes
 - No
 - Not Sure

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that provided goods or services to **USA Judo**, the USOPC or another NGB?

- Me

- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

If an Affiliated person, how is this person or organization related to you?

What goods or services have been or are to be provided to **USA Judo**, the USOPC or another NGB?

5. Have you or an Affiliated person purchased services or property (other than items publicly available) from **USA Judo** in the past year?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that purchased goods or services from **USA Judo** in the past year?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What goods or services have been or are to be purchased from **USA Judo**?

6. Do you or an Affiliated person hold office, serve on the board, participate in management, or are otherwise employed (or formerly employed) with a third party dealing with **USA Judo**?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who held office, served on the board, participated in management or was otherwise employed (for formerly employed) with a third party dealing with **USA Judo**?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What role(s) and/or organization(s) were you and/or your Affiliated person involved with?

What dealing(s) did the organization(s) noted above have with **USA Judo**?

7. Did you or any of your Affiliated persons have any direct or indirect interest in any business transaction(s) in the past year to which **USA Judo** or is a party?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who had a direct or indirect interest in dealing with **USA Judo**?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What direct or indirect interest in a transaction did you or the Affiliated person have?

8. Do you or an Affiliated person act as an agent, representative or consultant to a business whose interest may conflict with the interests of **USA Judo**?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who had a direct or indirect interest in dealing with **USA Judo**?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What potentially conflicting interest do you or the Affiliated person have?

9. Were you or any of your Affiliated persons indebted to pay money to **USA Judo** at any time in the past year (other than travel advances or the like)?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who had a direct or indirect interest in dealing with **USA Judo**?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What debt did you or your Affiliated person owe to **USA Judo** in the past year?

10. In the past year, did you or any of your affiliated persons receive, or become entitled to receive, directly or indirectly, any personal benefits from **USA Judo** or as a result of your relationship with **USA Judo**, that in the aggregate could be valued in excess of \$1,000, excluding compensation or reimbursement of expenses directly related to your duties to **USA Judo** as a board/committee/task force/hearing panel/employee/volunteer?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who was paid \$1000 or more by **USA Judo** in the past year?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

Please describe the benefit and/or income paid to you or the Affiliated person:

11. Are you or any of your Affiliated person(s) a party to or do you or your Affiliated person have an interest in any pending legal proceedings involving **USA Judo**?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who is involved in a legal proceeding involving **USA Judo**?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What is the nature of the legal proceeding involving **USA Judo**, you and/or an Affiliated person?

12. Are you affiliated with a person who is an athlete competing for a spot on a **USA Judo** national team, are you an athlete competing for a spot on the team, do you coach an athlete who is competing for a spot on the team, or do you have an immediate family member, employee or colleague who is otherwise participating in the competition for which the selection committee has been convened?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the athlete competing for a spot on a national team, or the coach of an athlete competing for a spot on a **USA Judo** national team?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What role do you or the Affiliated Person play?

- Competing Athlete
- Coach of Competing Athlete

13. Do you or an Affiliated person have a business relationship with a sponsor, supplier, licensee or vendor of **USA Judo**?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who had a direct or indirect interest in dealing with **USA Judo**?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What is the nature of the relationship you or the Affiliated person has with the sponsor, supplier, licensee or vendor?

14. Are you aware of any other events, transactions, arrangements or other situations that have occurred or may occur in the future that you believe should be and/or would prefer to be examined by **USA Judo's** Ethics & Grievance Committee?

- Yes
- No
- Not Sure

If yes, or if you are not sure, please provide the following information:

Who is the person or organization that you believe may give rise to a conflict of interest?

- Me
- An Affiliated person, such as a family member or organization I am a part of
- Both

If an Affiliated person or both, who is that person or organization?

What is the nature of the potential conflict you or the Affiliation Person may have?

15. Would you like to be contacted by a member of the **USA Judo** Ethics & Grievance Committee to discuss questions or comments about this declaration or to discuss the Conflict of Interest policy further?

- Yes
- No

I HERBY 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 this policy, I will notify the board or Committee Chairperson (as applicable) immediately.

Print Name

Signature

Date

- Reviewed by the Ethics & Grievance Committee _____
Date
- Determined no potential conflicts of interest need to be addressed
- Potential conflicts were addressed in the following manner:
