

Policy on the Bidding, Awarding and Hosting of Weightlifting Competitions Sanctioned by USA Weightlifting

Policy Owner: USA Weightlifting CEO
May 3, 2023

Purpose

USA Weightlifting (USAW) is committed to upholding the highest standards of non-profit governance. This policy aims to ensure integrity, transparency, and fairness in the bidding process and decision-making for the awarding of hosting and operations responsibilities for National and Weightlifting State Organization (WSO) Championship competitions sanctioned by USAW. This must be specifically addressed beyond USAW's existing Conflict of Interest Policy because the awarding of hosting and operations rights to such USAW-sanctioned competitions can include significant financial interests that create material risk of self-dealing, which can threaten USAW's 501(c)(3) tax-exempt status required to operate as a National Governing Body (NGB).¹ It is designed to promote and protect the integrity of USAW, limit financial, legal, and reputational risks to USAW, and proactively mitigate real and perceived conflicts of interest related to the awarding and hosting of USAW-sanctioned competitions.

Policy Statement

USAW prohibits any Board member or committee member, individually or through a club, third-party organization or business in which they have control or an ownership or financial interest or in which a close family member has such control or an ownership or financial interest, from seeking or accepting the right to host and/or operate a National or WSO Championship competition sanctioned by USAW. This prohibition also applies directly to any close family member of Board members and committee members.

Implementation Timeline

This policy is effective immediately for any National or WSO Championship competitions that (1) have not yet been awarded or (2) have been awarded and are scheduled to take place after December 31, 2023. For clarity's sake, if a National or WSO Championship competition has already been awarded to a host and/or operator and is scheduled to take place after December 31, 2023, the award of such host or operator responsibilities must comply with this policy.

Guidelines

To ensure compliance with this policy, the following guidelines shall be observed and enforced:

1. For the purposes of this policy:
 - a. "Board member" means a member of the USAW Board of Directors.
 - b. "Close family member" means 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.

¹ All NGBs must maintain a current tax-exempt not-for-profit corporation status, recognized by the Internal Revenue Service (IRS) in accordance with §220522(1) of the Ted Stevens Olympic and Amateur Sports Act. See, *NGB Compliance Standards*, June 2022, available at: <https://www.teamusa.org/-/media/Legal/NGB-Compliance-Standards---June-2022.pdf>.

- c. "Committee member" means a member of any committee formed by USAW pursuant to USAW's Bylaws, whether as a standing committee, ad-hoc committee, council, commission, task force, or otherwise. For the purposes of this policy, WSOs are considered committees and WSO board members are thus considered committee members.
 - d. "Host and/or operator" means an individual or group seeking to run a competition as the competition director or event organizer bearing responsibilities which include, but are not limited to, participant registration, oversight of expenses and/or revenues, event sponsorships, logistics, venue selection and equipment.
 - e. "Material supplier, vendor, or contractor" means a third-party provider of products or services at a level that is material or significant to the operation of the competition. Questions of materiality in specific cases can be raised to the USAW Ethics Committee by a Board member, a Committee member, or USAW and will be determined by the USAW Ethics Committee in its sole discretion.
2. The awarding of host and/or operator responsibilities for all National weightlifting competitions sanctioned, organized, or operated by USAW will be done by USAW staff under the direction of the USAW CEO.
3. The awarding of host and operator responsibilities for WSO Championship competitions sanctioned by USAW will be done by USAW WSOs. WSOs may solicit third-party bids to host and/or operate such competitions, so long as the awarding of such responsibilities to any third-party is consistent with this policy.
4. The awarding of host and operator responsibilities for local weightlifting competitions sanctioned by USAW will be done by the competition director/organizer. For clarity's sake, WSO Championship meets are *not* "local weightlifting competitions" and are subject to guideline number 3 above. This guideline number 4 is intended to apply to competitions below the WSO Championship competition level.
5. No Board member or committee member, nor a close family member of a Board member or committee member, shall hold a position as the host or operator of a National or WSO Championship competition sanctioned by USAW, or act as a material supplier, vendor, or contractor to the competition host or operator.
6. Any Board member or committee member who wishes to hold a position as the host or operator of a National or WSO Championship competition sanctioned by USAW, or to act as a material supplier, vendor, or contractor to such a host or operator, must first resign their position as a USAW Board member or committee member.
7. If a Board member or committee member has any question about whether their role, or the role of a close family member, in a third-party organization or business may disqualify them from hosting or operating a USAW-sanctioned weightlifting competition (or acting as a material supplier, vendor, or contractor to such a host or operator) under this policy, then they shall promptly disclose all relevant information to the USAW Ethics Committee at least 90 days prior to

the date of award and the Ethics Committee will render a decision as to whether and how this policy applies.

8. If a Board members or committee member has any question about whether their close family member may be disqualified from hosting or operating a weightlifting competition under this policy, then they shall promptly disclose all relevant information to the USAW Ethics Committee at least 90 days prior to the date of award and the USAW Ethics Committee will render a decision as to whether and how this policy applies.

Revision #	Revision Approval Date	Effective Date of Revision	Revision Approver	Description of Revision
V. 1	05/03/2023	05/03/2023	CEO & Board	Original draft of policy.