

Conflict of Interest Policy

1. To ensure there is no perception of bias and to ensure the integrity and fairness of decisions made by USMS, all members in decision-making positions (officers, members of the Board, employees and contractors) must maintain the highest level of integrity and behavior.
2. In the event that any officer, member of the Board of Directors, employee or contractor has a financial interest in any contract or transaction involving the corporation, such individual shall not participate in the corporation's evaluation or approval of such contract or transaction unless the material facts of the relationship or interest are disclosed and known to the president; or in the case of financial interests of the president, the Board of Directors. If such disclosure is made, the contracts or transaction shall not be voided if the Board or committee in good faith authorized the contracts or transaction by the affirmative vote of the majority of the disinterested directors or committee members, and provided the contract or transaction is fair to the corporation at the time it is authorized.
3. On an annual basis, each officer, member of the Board of Directors, employee and contractor shall read and sign the United States Masters Swimming Conflict of Interest Statement.