



Code of Ethics and Conflict of Interest Policy for Chapter Board and Committee Members

US Lacrosse Code of Ethics:

US Lacrosse Chapters and individual Chapter volunteers represent US Lacrosse at the local level. Inherent within all organizations is the potential for conflicts of interest, harassment, abuse of power and other forms of unethical behavior. Through the establishment of an organizational Code of Ethics, US Lacrosse has defined a set of guidelines to promote and protect the spirit of the game, safeguard the best interests of the participants and establish and maintain standards of behavior. The Code is not intended to serve as a set of rules, but rather to outline general principals of guidelines of aspirational virtues and proper ethical standards for all Chapter volunteers.

The definition of ethical behavior is having an understanding of the difference between right and wrong and at all times choosing to do what is right. This definition must be applied at both the individual level and at the organizational level. Both the Chapter and the Chapter volunteers must behave in an ethical manner at all times. Ethical considerations are integral, not optional, elements of the core values that apply to Chapters and Chapter volunteers.

Participation in the sport of lacrosse provides a powerful vehicle for a participant's personal growth and development by teaching the values of respect, fairness, teamwork, communication, responsibility, truthfulness, nondiscrimination, honesty and integrity. These values serve as the core ideals for the US Lacrosse Code of Ethics.

Respect

A key component of ethical behavior is respect. Individuals should value the opinions, views and roles of others who work to further the mission of the organization and safeguard the dignity, privacy and freedom of individuals regardless of their race, color, creed, socio-economic status, age, gender, religion, sexual orientation, disability or nationality. Respect defines the value that US Lacrosse, as an organization, places on honoring the history of the sport, and demonstrates the regard it shows to the various and disparate constituencies that have come together to form US Lacrosse in an effort to further the growth and development of the sport.

Fairness

Fairness is making decisions without favoritism or prejudice. US Lacrosse firmly believes that the concept of fairness is fundamental to sports. Anything that creates an unfair advantage violates the spirit, as well as the integrity, of the sport of lacrosse.

Teamwork

Teamwork is a cooperative and coordinated effort on the part of a group of individuals who work collectively in the interests of a common goal. US Lacrosse believes there is significant value in promoting teamwork, both on and off the field, in every aspect of the sport. All members of the Chapter and all Chapter volunteers should adopt and promote the philosophy that greater success can be achieved when individuals sacrifice their desire for personal accomplishment in favor of the benefits of their team in the lacrosse community.

Communication

Communication is the process whereby individuals create shared understanding. It is an active "two way street," requiring a balance of articulating, listening, writing, reading, observing, questioning, analyzing and evaluation. Communication may be verbal, nonverbal or written.

Chapters and Chapter volunteers should communicate with clarity, honesty, timeliness and openness. Communication should include all pertinent information shared transparently with all appropriate recipients. Clear, honest and timely communication allows for collaboration and cooperation, building a stronger game and community for the sport.

Representing the fastest growing national sport as an emerging force in sports organizations and leadership, Chapters and Chapter volunteers have a duty to provide positive influence over athletic administrators, programs, officials, coaches, players, and affiliated individuals and organizations. The goal of US Lacrosse is to promote sportsmanship in character by teaching, advocating, modeling and enforcing ethical principles, while preserving the integrity of the game.

Conduct

The US Lacrosse Code of Ethics requires individuals to conduct themselves in a manner consistent with the requirement for ethical behavior at all times. Chapter Board members and individual Chapter volunteers must conduct themselves at all times in a manner consistent with the US Lacrosse Code of Ethics and the core values of US Lacrosse.

US Lacrosse Conflict of Interest Policy:

The Board of Directors of US Lacrosse has adopted a Conflict of Interest Policy setting forth certain standards of conduct expected of those involved with US Lacrosse. The policy has been extended to include chapter leadership. It requires that Chapter Board members disclose all interests that could result in a conflict with the interests of the Chapter and US Lacrosse councils by completing a Conflict of Interest Questionnaire. Chapter presidents must submit their questionnaires to the US Lacrosse headquarters board and staff through the Chapter director. All current and potential Chapter Board members must complete and submit a questionnaire to the Chapter president. *This policy relates specifically to Chapter 23, **Conflict of Interest and Ethical Practices**, of the US Lacrosse Bylaws.*

When any such Conflict of Interest is relevant to a matter requiring action by US Lacrosse national headquarters and/or the Chapter, the interested person shall call it to the attention of the national headquarters and/or Chapter. If a Chapter president, board or committee member is uncertain as to whether or not a conflict exists, he/she should bring it to the attention of the Chapter director who, in consultation with US Lacrosse staff and counsel, will make the determination (in the case of general Chapter Board members and other Chapter volunteers, the Chapter leadership will serve as the initial review committee).

A Conflict of Interest can be considered to exist in any instance where the actions or activities of an individual acting on behalf of US Lacrosse will result in a personal gain or advantage to the individual, or have an adverse effect on the interests of US Lacrosse. Conflicts of interest can also arise in other instances. Although it is impossible to list every circumstance giving rise to a possible Conflict of Interest, the following serves as a guide to the types of activities that might cause conflicts and that should be fully reported to US Lacrosse.

A. Outside Interests

1. To hold, directly or indirectly, a position or financial interest in any outside concern from which the individual has reason to believe that US Lacrosse secures goods or services (including the services of buying or selling stocks, bonds, or other securities), or that provides services competitive to US Lacrosse.
2. To compete, directly or indirectly, with US Lacrosse in the purchase or sale of property or property rights, interests or services.

B. Outside Activities

1. To render directive, managerial, or consultative services to any outside concern that does business with, or competes with the services of US Lacrosse, or to render other services in competition with US Lacrosse.

C. Gifts, Gratuities and Entertainment

1. To accept gifts, entertainment or other favors from any outside concern that does, or is seeking to do business with, or is a competitor of US Lacrosse.

D. Inside Information

1. To disclose or use information relating to the business of US Lacrosse for the personal profit or advantage of the individual or his/her immediate family.

All references in A, B, C or D above to US Lacrosse shall also include The Chapter.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. It should be particularly noted that disclosure relates not only to yourself but also to your immediate family.

Consequence of a Conflict of Interest.

No Chapter Board member or individual Chapter volunteer shall participate in any decision or action by the Chapter which would directly or indirectly benefit such Chapter Board member or individual Chapter volunteer or any relative, business partner or organization with which any of the foregoing has a formal relationship. Specifically, no Chapter Board member may vote on a matter under consideration by the Chapter (i) regarding the provision of services by such Chapter Board member (or by an entity that such Chapter Board member represents) or (ii) that would provide direct financial benefit to such Chapter Board member or the immediate family of such Chapter Board member.

A material financial interest shall exist with respect to any Chapter Board member or individual Chapter volunteer if such individual (or an entity that such individual represents) proposes to provide services to the Chapter or such individual (or the immediate family of such individual) would receive direct financial benefit as a result of any transaction or matter involving the Chapter. The Chapter Board shall not approve any transaction to which the Chapter would be a party and in which a Chapter Board member or Chapter volunteer has a material financial interest unless and until the Chapter Board of Directors has specifically and in good faith determined after reasonable investigation that :

1. The Chapter is aware of all material facts concerning the transaction and the Chapter Board member or individual Chapter volunteer's interest in the transaction;
2. The Chapter is entering into the transaction for its own benefit;
3. The transaction is fair and reasonable as to the Chapter; and
4. The Chapter could not have obtained a more advantageous arrangement with reasonable effort under the circumstances.

Such approval by the Chapter Board shall require a good faith vote of a majority of directors then in office without counting the vote of any interested director. The interested Chapter Board member shall not participate in discussion regarding the matter, shall not be present when the matter is discussed and shall not vote on the matter in which the Chapter Board member has an interest.

US LACROSSE

Conflict of Interest Policy for Chapter Board Members and Chapter Volunteers

DISLCOSURE STATEMENT

I HAVE CAREFULLY READ THE Conflict of Interest Policy for US Lacrosse and, in signing this disclosure, I have considered not only the literal expression of the policy, but also its intent. I hereby state that, except as set forth in the attached Questionnaire, I do not, to the best of my knowledge, have any conflict of interest that may be seen as competing with the interests and concerns of US Lacrosse or the Chapters, nor does any member of my immediate family or any party, group or organization to which my immediate family has or I have an allegiance, have such a competing interest or concern. *(Note: "immediate family" is defined as spouse/partner, as well as children, parents and siblings of each spouse/partner.)*

If any situation should arise in the future which I think may involve me in a Conflict of Interest, I will promptly and fully disclose the circumstances to the Chapter directors (for Chapter presidents) or the Chapter president (for board members and other volunteers).

Date

Signature

US LACROSSE
Conflict of Interest Policy for Volunteers and Staff
QUESTIONNAIRE

Pursuant to the purposes and intent of US Lacrosse Conflict of Interest Policy requiring disclosure of certain interests, I hereby state that I or members of my immediate family have the following affiliations or interests and/or have taken part in the following transactions that, when considered in conjunction with my position with or relation to US Lacrosse, may possibly constitute a Conflict of Interest.

A. Outside Interests

1. Identify any interests or investments, of yourself or your immediate family, that may be deemed “a position or financial interest in any outside concern” as described in Paragraph A.1. of the US Lacrosse Conflict of Interest Policy.

None ()

2. Identify any purchase or sale of property or property rights, interests or services, by yourself or your immediate family that may be deemed to have been made in competition with US Lacrosse, as described in Paragraph A.2 of the US Lacrosse Conflict of Interest Policy.

None ()

B. Outside Activities

1. Identify any instances in which you or any members of your immediate family have rendered directive, managerial or consultative services to any outside concern that does business with or competes with the services of US Lacrosse, or have rendered other services in competition with US Lacrosse, as described in Paragraph B.1 of the US Lacrosse Conflict of Interest Policy.

None ()

C. Gifts, Gratuities and Entertainment

1. I hereby certify that neither I nor any member of my immediate family has accepted gifts, gratuities or entertainment from any outside concern that does, or is seeking to do business with or is a competitor of, US Lacrosse, except as listed below.

None ()

D. Inside Information

1. I hereby certify that neither I nor any member of my family have disclosed or used information relating to US Lacrosse for the personal profit or advantage of myself or my immediate family, except as listed below.

None ()

E. Other

1. List any other activities in which you or your immediate family are engaged that may be regarded as constituting a Conflict of Interest.

None ()

I hereby agree to report to the Executive Director of US Lacrosse any further transaction that may develop before the completion of my involvement with US Lacrosse.

Name

Chapter

Position

Date

Note: A copy of the US Lacrosse Conflict of Interest Policy is available on request.