



Policy Name: USA Surfing Code of Ethics

Adopted: April 27, 2020

Applies to: USA Surfing Board of Directors, Staff & Volunteers

POLICY STATEMENT

USA Surfing requires its volunteers and staff to conduct business with integrity, to maintain a standard of ethical conduct consistent with the laws and regulations of the United States, and other countries and jurisdictions in which the USA Surfing conducts business. Accordingly, Directors, Officers, employees and volunteers are must agree to the following:

- Devote themselves to conduct that, in letter and spirit, is lawful, honest, dependable, and fair.
- Ensure that USA Surfing adheres to applicable rules, regulation and policies of federal, state and local government, and the U.S. Olympic & Paralympic Committee, and any other sports governing bodies with which USA Surfing is affiliated.
- Assist employees, volunteers, Officers, and Directors to create and maintain an effectively functioning organization always respecting the responsibility and authority of those whom implementation of USA Surfing policies and goals has been entrusted.
- Respect the rights of all employees to fair treatment and equal opportunity, free from discrimination or harassment of any type.
- Know, understand and comply with the laws, regulations, and Code of Conduct governing the conduct of USA Surfing business - both domestic and foreign.
- Ensure that all transactions are handled honestly and recorded accurately.
- Protect information that belongs to USA Surfing, our donors, sponsors, suppliers, volunteers and employees.
- Avoid conflicts of interest, both real and perceived.
- Never use USA Surfing assets or information for personal gain.

- Place the interests of USA Surfing ahead of any local, regional, business or personal interests in surfing sports.
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USA Surfing and act accordingly.

By signing below, I pledge my full support of the spirit and the letter of the requirements stated above.

(Printed Name)

(Signature)

(Date)