

## ETHICAL BEHAVIOR AND CONFLICT OF INTEREST CAROLINA REGION BOARD OF DIRECTORS



Those who choose to serve the Carolina Region (later referred to as “Region”) of USA Volleyball (USAV) as volunteers are held to a high standard of conduct. As the Region is the local governing body for volleyball in conjunction with USAV and the United States Olympic Committee, its volunteers must assume an obligation to subordinate individual interest to the interests of promotion and development of volleyball. What may be considered acceptable conduct in some businesses may be inappropriate in the service of volleyball.

Those who serve the Region must do so without expectation of personal gain, to avoid any institutional loss or embarrassment and to behave in such a way that the organization’s trust and public confidence are enhanced. It is important to avoid any real conflict of interest as well as to avoid even the appearance of a conflict of interest.

While no set guidelines can guarantee acceptable behavior, the principles which guide behavior in this area are early disclosure, physical absence and non-participation in the decision-making process where personal or family gain is a possibility, and a commitment to honor the confidentiality of organizational information. All conduct is founded on the individual’s own sense of integrity. Any individual accepting the honor of serving the Region must also accept the burdens of public disclosure and public scrutiny.

In our complex society, the intermix of volunteer work, business interests, governmental activity and family relationships often create potentially conflicting interests. What is required is disclosure of conflicting interests when they arise as well as physical absence from and strict non-participation in any evaluation process relating to the matter in question.

Occasionally last minute decisions must be made by Region volunteers that preclude the concepts of early disclosure and absence from the decision process. In these situations, the Region’s needs must clearly outweigh any potential gain by the volunteer, and the volunteer must promptly report the situation to the President or Past-President.

Integral to this policy is enforcement. It is suggested that any violation of this policy may be penalized at the discretion of the Region Board of Directors.

The following guidelines are not a precise road map to acceptable conduct--they are signposts. Each individual must find his or her own way:

1. The business of the Region is to be conducted in observance of both the spirit and letter of applicable federal, state, and local laws.
2. Region properties, services, opportunities, authority, and influence are not to be used for private benefit.
3. All individuals who participate with the Region will disclose the nature and extent of an actual or potential conflict of interest when it occurs in the evaluation of an issue and will avoid evaluating or voting on the matter involved by being physically absent during the evaluation and vote. This includes the awarding of contracts, the purchase of goods and services, and the allocation of Region resources for personal use.
4. Gifts, cash, travel, hotel accommodations, entertainment, or favors are neither to be given nor received except those of nominal value exchanged in the normal course of business. For example, the trading of pins and mementos is acceptable conduct. Sports, media, entertainment, and other organizations may invite Regional personnel to attend sports and social events of more than nominal value. Such invitations may be accepted if they are part of open and generally accepted practices, serve to promote the best interests of the Region, would not embarrass the individual or the Region if publicly disclosed, and do not compromise the objectivity and integrity of the recipient or donor. Gifts and favors of more than fifty dollars (\$50) value should not ordinarily be accepted. If circumstances render it awkward to refuse such a gift, the donor should be thanked and told that the gift is being accepted in behalf of and will be delivered to the Region.
5. All are expected to exhibit honesty, loyalty, candor, and professional competence in their relationships with the Region and each other.
6. Each individual has the responsibility to maintain the confidentiality of the organization. This includes both proprietary and sensitive information.

By signing below, I affirm that I have read and agree to follow the Carolina Region Board of Director Ethical Behavior and Conflict of Interest principles on this page and the Board of Directors Responsibilities found on other side of this form.

SIGNED: \_\_\_\_\_

DATE: \_\_\_\_\_

PRINTED: \_\_\_\_\_