



## Committee Charter Ethics

### Committee Purpose

The Ethics Committee shall promote and help sustain a culture of ethical conduct throughout the USFA. The Ethics Committee shall review all USFA codes of conduct, conflict of interest regulations and disclosures, and other policies and reports addressing prescribed and recommended standards of behavior of USFA members, contractors and employees. The Ethics Committee may recommend to the appropriate promulgating authority proposals for adoption, revision and improvement of codes and policies concerning ethical conduct of persons associated with the USFA. The Ethics Committee shall prescribe standards and forms for the disclosure of actual, apparent and potential conflicts of interest, and shall not less frequently than annually review such disclosures and make a report thereof to the Board of Directors. The Ethics Committee shall address inquiries regarding the applicability, compliance or non-compliance with promulgated ethical standards, shall review complaints alleging ethical violations that are referred to it by the National Office or Board of Directors or undertaken on its own initiative, and shall refer to the Board of Directors any recommendations for commencement of disciplinary proceedings that the Ethics Committee deems appropriate.

### Committee Composition

The Ethics Committee shall consist of five members, four of whom shall be chosen by the Board of Directors, plus an athlete. Of the members chosen by the Board,; at least one shall be an individual who meets the criteria for Independent Directors; and at least one shall be a member of the Legal Resources Group. The athlete member shall be selected by athletes as elsewhere provided in these Bylaws. The Board of Directors shall select the Chair of the Ethics Committee. Each member of the Ethics Committee, however chosen, shall serve a term of one year commencing with adjournment of the Annual Meeting of the Board of Directors, but shall continue to serve until his or her successor has been elected and qualified. If there is a vacancy on the Ethics Committee, the body that selected the member who is no longer serving shall select a successor who qualifies for and meets the requirements of the vacant position.