



Conflict of Interest Policy

No USADA officer, director, employee (other than a Doping Control Officer), or any immediate family member of an officer, director, or employee of USADA shall:

- a. Be an employee of an NGB, the USOC, or other Sports Organization for which USADA conducts doping controls;
- b. Have a business or commercial relationship with an NGB, the USOC, or other Sports Organization for which USADA conducts doping controls;
- c. Serve in any governance or policy making capacity, paid or unpaid, for an NGB, the USOC, or other Sports Organization for which USADA conducts doping controls;
- d. Be an active athlete or coach of an active athlete participating at the elite level of competition in an organization for which USADA conducts doping controls;
- e. Fail to abide by the USADA gift policy as described below.

No USADA officer, director, employee (other than a Doping Control Officer), shall accept gifts, cash, travel, hotel accommodations, entertainment, or favors from the USOC, an NGB, or any other USOC-member organization, or other Sports Organization for which USADA conducts doping controls, or any athlete subject to testing by USADA.

No Doping Control Officer or any immediate family member of a Doping Control Officer shall:

- a. Be an employee of the USOC or other Sports Organization for which USADA conducts doping controls or an NGB in a sport in which he or she performs doping controls;
- b. Have a business or commercial relationship with the USOC, other Sports Organization for which USADA conducts doping controls, or an NGB in a sport for which he or she performs testing services on behalf of USADA;
- c. Serve in any capacity, paid or unpaid, for the USOC, other Sports Organization for which USADA conducts doping controls, or an NGB in a sport for which he or she performs testing services on behalf of USADA;
- d. Be an active athlete or coach of an active athlete participating at the elite level of competition in a sport in which he or she conducts doping controls;
- e. Fail to abide by the USADA gift policy as described below.

A Doping Control Officer may accept gifts or souvenirs in his or her capacity as an agent of USADA, provided that no gift or souvenir shall have a fair market value greater than \$25.00, and provided that no more than a total of \$100.00 (based on a fair market value) in gifts or souvenirs is received from any one person or organization in any calendar year. In no event, however, may any such gift or souvenir influence, or appear to influence, the Doping Control Officer in the discharge of his or her official duties. A Doping Control Officer shall not otherwise accept cash, travel, hotel accommodations, entertainment or favors from the USOC, or any other Sports Organization for which USADA conducts doping controls, any NGB or other USOC-member organization in a sport in which he or she conducts doping controls for USADA.

An immediate family member under this subsection is defined as any parent, sibling, child, spouse, or domestic partner of the officer, director, employee, or Doping Control Officer. A written conflict of interest policy cannot address every potential situation that could raise a conflict of interest or create an appearance of impropriety. Accordingly, all USADA officers, directors and employees have a duty to raise any situation involving a potential conflict of interest or appearance of impropriety with their supervisor as soon as they become aware of the situation. Directors shall raise potential conflict or appearance concerns with the Audit and Ethics Committee.

Signature: _____

Print Name: _____

Date: _____