



*Conflict of Interest Policy for  
Chapter Board and Committee Members*

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.

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.

# US LACROSSE

## *Conflict of Interest Policy for 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 hereinafter stated, 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, 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 director (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.

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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.

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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.

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None ( )

**C. Gifts, Gratuities and Entertainment**

1. I hereby certify that neither I nor any member of my immediate family have 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.

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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.

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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.

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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

\_\_\_\_\_  
Position with US Lacrosse

\_\_\_\_\_  
Date

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