

Minutes

Board of Directors Meeting
April 11, 2012
Conference Call
6:00 pm CDT

A meeting of the Board of Directors (the "Board") of the United States Bobsled and Skeleton Federation ("USBSF") occurred on April 11, 2012. The Chair called the meeting to order at approximately 6:00 pm CDT. The following members of the Board were on the call at the meeting's commencement: John Rosen, Ted Offit, Don Schaaf, Elana Meyers, Dave Nicholls, BJ Hybl, and Pete Piechoski. The above members constitute a quorum of the Board under Bylaws Section 6.17.

Participating in the meeting from the USBSF staff were: Darrin Steele and Lisa Carlock. Jennifer Bowen, Chair of the Ethics Committee, was also on the call.

The minutes were recorded by Lisa Carlock, Corporate Secretary.

1. Call to Order

The chairman called the meeting to order at 6:04 pm CDT.

2. Code of Ethics Review

John Rosen explained the purpose of the meeting was to discuss the USBSF Code of Ethics and concerns over the lack of congruity between what the code says and what the USBSF actually does. The Board needs to decide how as an organization we should govern the sport and then either modify the code or modify practices so there are no discrepancies.

Current discrepancy in question pertains to the statement in the code that it applies to all athletes, coaches, directors, officers, committee members, task force members, employees and volunteers. The code requires that these named parties read and sign the document but current practice only has board, coaches and staff signing.

Discussion ensued as to whether or not the other named parties, particularly athletes and volunteers, should be required to sign as the code currently states or if the code should be changed. Consideration should be given to practices of other NGBs as well as to the USBSF's Athlete Code of Conduct. The Code of Conduct is a parallel document however much more specific in its stipulations/regulation of athlete behavior, and certification is required by all national team members.

Discussion on feasibility of enforcing the code as is and collecting signatures of all currently named parties generated the suggestion of incorporating agreement to the Code of Ethics into the membership application process. This would enable collection from all athlete, junior, club, and technical members. Issues may arise, however, in consistent application of the code as the USBSF does not have the administrative manpower to monitor that quantity of individuals. Potentially infeasible also is requiring volunteers to sign the code. Park City volunteers are considered USBSF volunteers whereas in Lake Placid they are considered ORDA volunteers. Since USBSF technically has no authority over ORDA volunteers, we cannot require compliance.

Jennifer Bowen explained that the code is intended to target conflicts of interest, actions contrary to the organization's mission, and anything that compromises the integrity of the organization. The Board needs to determine from a public





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relations standpoint who is representing the USBSF and then require those parties to sign and comply with the code. The Board needs to decide what level of involvement is desirable and how the code will be enforced.

The meeting was adjourned at 6:59 pm CDT without resolution. John Rosen will summarize the discussion, where the Board currently stands, and what needs to be done to reach closure.

This document constitutes a true and correct copy of the minutes of the meeting of the Board of Directors of the United States Bobsled and Skeleton Federation.

Lisa Carlock

Lisa Carlock
Corporate Secretary

April 25, 2012
Date



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