



USA ROLLER SPORTS 2022 CODE OF ETHICS

USA Roller Sports Bylaw Article XXIV provides that USA Roller Sports shall adopt a Code of Ethics applicable to all USA Roller Sports employees, Directors and Officers of USA Roller Sports, Regional and League Officers, committee members, and volunteers, and that each Director, Officer and employee shall annually certify compliance with the Code of Ethics.

The reputation of USA Roller Sports for fair and ethical practices is a real and significant asset of the organization. It rests upon the ethical standards of individuals who serve USA Roller Sports as Directors, Officers, members of committees and sub-committees, as State and Regional Association Officers (including leagues), as officials, as coaches, as volunteers and as employees and national team staff (referred to in this Code of Ethics as "Covered Individuals").

The General Principles set forth in the USA Roller Sports Code of Conduct reflect not only matters of proper and required conduct, but also principles of ethical behavior. Those General Principles are incorporated in this Code of Ethics by this reference.

Covered Individuals must serve USA Roller Sports without personal gain, must avoid institutional loss or embarrassment, and must behave in such a manner that the trust and confidence of USA Roller Sports, of its members, and of the public, are enhanced. Even the appearance of impropriety can be very damaging to the reputation and goodwill of USA Roller Sports and, therefore, Covered Individuals must act accordingly.

Covered Individuals must have respect for others and at all times act with integrity, honesty, competence, accountability, and teamwork, and in a manner which is lawful, honest, dependable and fair, seeking to assist USA Roller Sports to create and maintain an effectively functioning organization.

In addition to the foregoing and the General Principles set forth in the USA Roller Sports Code of Conduct, the following are ethical behavior and obligations that all Covered Individuals must observe and demonstrate:

1. **STANDARDS OF CARE:** Directors, Officers and members of USA Roller Sports committees and sub-committees owe USA Roller Sports a fiduciary duty in carrying out their roles and responsibilities. Specifically, each of such individuals shall discharge their duties and responsibilities:
 - (a) In good faith;
 - (b) With the care an ordinarily prudent person in a like position would exercise under similar circumstances; and
 - (c) In a manner that such individual reasonably believes to be in the best interests of USA Roller Sports.
2. **LOYALTY:** It is the fundamental principal of this Code of Ethics that USA Roller Sports requires conscious and conscientious support and loyalty from Covered Individuals, which requires, among other things, that all decisions on behalf of USA Roller Sports in which they participate shall be made objectively and in USA Roller Sports interest, free from any undue influence of competing personal interests or competing interests of other individuals or organizations.
3. **CONFIDENTIALITY:** Each Covered Individual has the responsibility to maintain the confidentiality of proprietary, confidential, and sensitive information of USA Roller Sports.
4. **OTHER ACTIVITIES:**
 - (a) No USA Roller Sports employee shall devote time or serve in business activities when, in the reasonable discretion of the Board of Directors, such activity impairs the individual's performance of their duties and responsibilities to USA Roller Sports.
 - (b) No Covered Individual shall devote time to, serve in, or own or control another organization when, in the reasonable discretion of the USA Roller Sports Board of Directors, such activity is contrary to or incompatible with such individual's service, duties and responsibilities to USA Roller Sports, or such organization is competitive with USA Roller Sports. Further, no Covered Individual shall directly or indirectly solicit or attempt to solicit any employee, official, coach, Director, Officer, or committee member of USA Roller Sports to join, serve or participate in any such organization.
 - (c) It shall be a violation of these obligations if any Covered Individual, following their departure from service to USA Roller Sports in any capacity as a Covered Individual, knowingly engages in any of the "other activities" referred to in this paragraph 4 with the intent or objective of competing with USA Roller Sports or harming the interests of USA Roller Sports.

Each Covered Individual shall, upon assuming their position with USA Roller Sports for the first time, and thereafter on an annual basis, accept and affirm in writing their commitment to observe all provisions of this Code of Ethics, which acceptance and affirmation shall be held in the records of USA Roller Sports. Any change in status or relationships which may possibly cause a violation of this Code of Ethics, must be noted on a new submission in writing by a Covered Individual.

Compliance with this Code of Ethics depends primarily upon understanding and voluntary compliance and, when necessary, upon enforcement through disciplinary action.

Each Covered Individual, as well as any member of USA Roller Sports, has an obligation to report in good faith violations of this Code of Conduct when they become aware of them by filing a written complaint with USA Roller Sports. That complaint must be signed and state specifically the nature of the alleged violation.

Alleged violations of this Code and complaints filed with USA Roller Sports will be processed under Article XII of USA Roller Sports' Bylaws. Without limiting available disciplinary action in any particular situation, the following shall apply:

1. Violation of this Code of Ethics shall be sufficient reason for removal of the person who committed the violation from the position they hold or in which they serve with USA Roller Sports, in accordance with applicable provisions of the USA Roller Sports Bylaws and any other applicable policy of USA Roller Sports.
2. In the case of a State or Regional Association Officer, violation of this Code of Ethics shall also be sufficient reason for USA Roller Sports Board to withhold recognition of that individual as a bona fide State or Regional Association Officer and direct disposition of this condition back to the electorate of the State or Region.
3. In the case of an employee of USA Roller Sports, violation of this Code of Ethics shall be sufficient reason for USA Roller Sports to terminate the employment of said employee.

Retaliatory conduct is prohibited toward any person who in good faith reports, or bears witness to, an action that is a possible violation of this Code. Retaliatory conduct must be reported must be reported to USA Roller Sports. Any member engaging in retaliatory conduct will be subject to disciplinary action in accordance with applicable provisions of USA Roller Sports' Bylaws and policies.

Subject to the responsibilities of the USA Roller Sports Board of Directors and of the Compliance, Ethics & Eligibility Committee as outlined in applicable provisions of the USA Roller Sports Bylaws, the Executive Director of USA Roller Sports shall be the Policy lead and

primary point of contact with respect to responsibility for and questions about this Code of Ethics.

In the event that any provision of this Code of Ethics is determined to be unenforceable, such provision will be severed or modified with respect to the specific facts and circumstances of such determination to the extent necessary to make it enforceable, and as so severed or modified, the remainder of this Code of Ethics shall remain in full force and effect.