

GULF SWIMMING
STATEMENT OF PRINCIPLES
ON ETHICAL BEHAVIOR AND CONFLICT OF INTEREST

Those who choose to serve Gulf Swimming, whether as volunteers or paid professionals, are held to a high standard of conduct. As guardians of Olympic ideals, they assume an obligation to subordinate individual interests to the interests of the Olympic Movement. What may be considered acceptable conduct in some businesses may be inappropriate in Olympic service.

Those who serve Gulf Swimming must do so without personal gain in order to avoid any institutional loss or embarrassment and to behave in such a way that the organization's trust and public confidence are enhanced. It is important to avoid any real conflict of interest.

While no set of guidelines can guarantee acceptable behavior, the principles that guide behavior in this area are disclosure, non-participation in the decision making process where personal or family gain is a possibility, and a commitment to honor the confidentiality of organizational information. All conduct is founded on the individual's sense of integrity. Any individual accepting the honor of serving Gulf Swimming must accept the burdens of public disclosure and public scrutiny.

In our complex society, the intermix of volunteer work, business interests, governmental activity, and family relationships often creates potentially conflicting interests. What is required is disclosure of conflicting interests when they arise, and strict non-participation in any evaluation process relating to the matter in question.

The following guidelines are not a precise road map to acceptable conduct. They are signposts. Each individual must find his or her own way.

1. The business of Gulf Swimming is to be conducted in observance of both the spirit and the letter of applicable federal and state laws.
2. Gulf Swimming properties, services, opportunities, authority, and influence are not to be used for private benefit.
3. All individuals who participate with Gulf Swimming will disclose the nature and extent of an actual or potential conflict of interest when it occurs in the evaluation of an issue and will avoid evaluating or voting on the matter involved. This includes the award of contracts, the purchase of goods and services, the award of contracts for professional services, and the allocation of Gulf Swimming resources for individual use.
4. Gifts, cash, travel, hotel accommodations, entertainment, or favors are neither to be given nor received, except those of nominal value exchanged in the normal course of business. Gifts or favors of more than one hundred dollars (\$100.00) value should not ordinarily be accepted. If circumstances render it awkward to refuse such a gift, the donor should be thanked and told that the gift is being accepted on behalf of and will be delivered to Gulf Swimming.
5. Expenses incurred in the furtherance of Gulf Swimming business are to be reasonable, necessary, and (if twenty-five dollars or more) substantiated.
6. All are expected to exhibit honesty, loyalty, candor, and professional competence in their relationships with Gulf Swimming and with each other.
7. Each individual has the responsibility to maintain the confidentiality of the organization. This includes both proprietary and sensitive information.

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ACKNOWLEDGEMENT PAGE**

ACKNOWLEDGEMENT OF RECEIPT AND UNDERSTANDING

I acknowledge receipt and understanding of Gulf Swimming's Statement of Principles on Ethical Behavior and Conflict of Interest, and I pledge my full support of the spirit and the letter of the requirements contained therein.

Furthermore, I hereby give Gulf Swimming permission to use my name, address, and phone numbers (below) for publication in the *Gulf Swimming Handbook* and the Gulf Swimming web page.

Print Name

Mailing Address

City, State Zip

Home Phone

Work Phone

E-mail Address

Signature

Date Title

Parent's/Guardian's Signature [If this form is for an athlete and if the athlete is under 18]

Parent's/Guardian's Printed Name

Date

