



Statement of Principles on Ethical Behavior and Conflict of Interest Policy

Those who choose to serve Ozark Swimming, Inc., whether as volunteers or paid professionals, are held to a high standard of conduct. Those who serve must do so without personal gain 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 own sense of integrity. Any individual accepting the honor of serving Ozark Swimming, Inc. 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 nonparticipation 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. Everyone must find his or her own way.

- The business of Ozark Swimming is to be conducted in observance of both the spirit and letter of applicable federal and state laws.
- Ozark Swimming properties, services, opportunities, authority, and influence are not to be used for private benefit.
- All individuals who participate with Ozark Swimming, Inc. 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 Ozark Swimming resources for individual use.
- 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 and favors of more than one hundred dollars (\$100) value should not ordinarily be accepted. If circumstances render it awkward to refuse such a gift, the donor should be thanked and told the gift is being accepted on behalf of and will be delivered to Ozark Swimming.
- Expenses incurred in the furtherance of Ozark Swimming business are to be reasonable, necessary, and substantiated.
- All are expected to exhibit honesty, loyalty, candor, and professional competence in their relationships with Ozark Swimming, Inc. and with each other.
- Everyone has the responsibility to maintain the confidentiality of the organization. This includes both proprietary and sensitive information.

All Board and Committee members will be required to sign this statement annually to participate.