21 **UTSI Conflict of Interest Policy** - Utah Swimming Inc., requires that all members of the Board of Directors as well as all non-Board members that serve as Chairs of any standing Committee to sign a the Utah Swimming, Inc. Conflict of Interest Policy. The Secretary will retain the signed conflict of interest policy for three years after the term of office expires. The conflict of interest policy may be downloaded from the UTSI website under “Forms”.

**Statement of Accountability**
The Board governs with an emphasis on outward vision rather than internal preoccupation; encouragement of diversity in viewpoints; strategic leadership more than administrative detail; clear distinction of Board roles; collective rather than individual decisions; future actions rather than past or present; and, proactively rather than reactivity. The Board shall:

1. Be accountable to the Utah Swimming community for competent, conscientious, and effective accomplishment of its obligations.
2. Enforce on itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation for meeting, policy-making principles, respect for roles, speaking with one voice, and ensuring the continuity of governance capability. Board redevelopment will include orientation of new members in the Board’s adopted governance process and periodic Board discussion of process improvement.
3. Direct, control, and inspire the organization through the careful establishment of broad written policies reflecting the Board’s values and perspectives. The Board’s major policy focus is on the intended long-term impacts, not on the administrative or programmatic means of obtaining those effects.
4. Accept responsibility for Board performance. The Board will be an initiator of policy, not merely a reactor to other initiatives. The Board will use the expertise of individual Board members to enhance the ability of the Board as a body, rather than to substitute their individual values for the Board’s values. The Board will monitor and regularly discuss its own process and performance. **Conflict of Interest Statement**

The Board of Directors affirms that the directors, officers, administrators and other employees of Utah Swimming (referred to as the Corporation) have an obligation to exercise their authority and to carry out the duties of their respective positions for the sole benefit of the Corporation. They should avoid placing themselves in positions in which their personal interests are, or may be, in conflict with the interests of the Corporation. Where a potential conflict of interest exists, it shall be the responsibility of the person involved or any other person with knowledge to notify the Board of Directors of the circumstances resulting in the potential conflict so that the Board of Directors can provide such guidance and take such action as it shall deem appropriate. Areas of potential conflict of interest are:

1. **Financial Interests**
   (A) Ownership by the individual directly or indirectly of a material financial interest in any business or firm (i) from which the Corporation obtains goods or services, or (ii) which is a competitor of the corporation.
   (B) Competition by the individual, directly or indirectly, with the Corporation in the purchase or sale of property or any property right or interest.
(C) Representation of the Corporation by the individual in any transaction or activity in which the individual, directly or indirectly, has a material financial interest.

(D) Any other circumstance in which the individual may profit, directly or indirectly, from any action or decision by the Corporation in which he or she participates, or which he or she has knowledge.

2. **Inside Information**
   Disclosure or use by the individual of confidential information about the Corporation, its activities or intentions, for the personal profit or advantage of the individual or any person.

3. **Conflicting Interests Other than Financial**
   Representation as director, officer, agent or fiduciary of another company, institution, agency or person in any transaction or activity which involves this Corporation as an adverse party or with adverse interests.

4. **Gifts and Favors**
   Acceptance of gifts or favors from any firm or individual which does or seeks to do business with, or is a competitor of, the Corporation under circumstances which imply reasonably that such action is intended to influence the individual in the performance of his or her duties.

No Director who directly or indirectly is involved in a potential conflict of interest shall be counted in determining the existence of quorum at any meeting of the Board where the potential conflict is considered, nor shall the director vote on any action of the Board regarding that potential conflict.

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