

# USA WORKING EQUITATION

## CODE OF CONDUCT - OFFICERS AND DIRECTORS

Duly elected and appointed Officers and Directors of **USA Working Equitation (USAWE)** shall agree to and abide by this Code of Conduct in promoting and advancing the sport of working equitation in the United States.

Officers and Directors shall commit to upholding and promoting the highest level of ethical conduct in the performance and administration of their duties on behalf of **USAWE**.

Officers and Directors recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation and integrity of **USAWE** and will act accordingly.

### Accountability

- Officers and Directors shall abide by the Articles of Incorporation, Bylaws, and the Policies and Procedures manual of **USAWE**.
- Officers and Directors shall conduct all **USAWE** business in good faith, with honesty, integrity, due diligence, and competence in governing and managing **USAWE's** affairs.
- Officers and Directors shall exercise good faith in their dealings with **USAWE** members, show managers, vendors, and the general public and will interact with these individuals in a responsible, respectful, and professional manner, free from discrimination, self-dealing, or harassment of any type.
- Officers and Directors shall uphold the strict confidentiality of all closed meetings and other confidential deliberations and communications.
- Officers and Directors shall hold themselves and each other accountable for the administration of financial responsibilities to **USAWE**.

### Conflict of Interest

- Conflict of Interest is defined as an existing or potential incompatibility between an Officer's or Director's private interests and his/her duties toward **USAWE**.
- Officers and Directors will avoid conflicts of interest, both real and perceived, whenever possible, and disclose conflicts of interest whenever they exist and cannot be avoided. They will excuse themselves from voting on any matter where a conflict of interest exists.
- Officers and Directors shall exercise the powers vested in their position for the benefit of the organization and its members, rather than for personal benefit.
- Officers and Directors will never use **USAWE** assets or information for personal gain, financial or otherwise.
- Appointments to committees shall be made without bias or intent to influence the business of the committees.

### Social Media Policy

Officers and Directors shall abide by the Social Media Policy.

**Printed Name** \_\_\_\_\_

**Title** \_\_\_\_\_

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_