



# United States Lipizzan Federation

*Working to Preserve, Protect and Promote the Lipizzan Horse*

## **Conflict of Interest Policy For the Officers, Directors, Committee Members, and Volunteers**

The USLF always intends that its actions be totally open and transparent to its members and that the welfare of our North American Lipizzan herd is our first priority. **We believe the protection, preservation, and promotion of all Lipizzans is best accomplished when we share and execute our priorities with honesty and integrity, based on the trust and respect that USLF members have with this organization and with each other.**

Our Lipizzan community is widely spread geographically but because of our relatively small numbers we are closely knit. Not just friendships, but business relationships abound. Sales and training arrangements are frequent, some of us are employers, employees, or under some contract arrangement with other Lipizzan folks, some of them overseas. Also, many family memberships span several generations of Lipizzan owners and lovers.

**To maintain this trust, the people who direct this organization and the volunteers who help make it all happen are expected to avoid circumstances that might bring into question their motives.** It is imperative that we all be able to rely on each other to be open and honest, and to set aside personal motivations and agendas for personal or financial gain, so that we make decisions free of financial or personal influence.

**Therefore, if an issue comes before the Board and a person included in this policy has a personal or financial interest in the decision, even if the conflict is in appearance only, they must disclose this to the Board and recuse themselves from participating in all decision making on this matter.**

Conflicts of interest can also arise when one person or group is financially or influentially controlled or directed by another person or group. Therefore, **any time anyone's decision is impacted by undue influence, either financially or personally, by another person or group, even if the conflict is only in appearance, the person(s) so impacted must bring it to the attention of the Board of Directors for resolution.**

**This is especially true for anyone who feels unduly pressured to decide in favor of an option not of their own choice;** they should immediately bring this to the attention of at least one Board member, who will then apprise the Board of the situation so that the Board can resolve the conflict or appearance of conflict.

**Should the Board of Directors determine for themselves** that any person or group of people included in this policy have a conflict of interest or are influencing the decisions of others, the Board may take any action it deems necessary to eliminate the situation by any means appropriate to the severity of the conduct, including but not limited to removal from office, committee, or volunteer duties of those initiating the conflict.

**Everyone, without exception, covered by this policy, must acknowledge their compliance to this Policy in writing to the USLF Office using an USLF Office developed process before running for a seat on the Board of Directors, accepting a committee assignment, or volunteering for any assignment.** Please include your office or committee assignment in your acknowledgement.