



Code of Ethics

USA Surfing requires its volunteers and staff to conduct business with integrity, to maintain a standard of ethical conduct consistent with the laws and regulations of the United States, and other countries and jurisdictions in which the USA Surfing conducts business. Accordingly, volunteers and staff are required to comply with the following: Conduct all dealings with honesty and fairness.

- Respect the rights of all employees to fair treatment and equal opportunity, free from discrimination or harassment of any type.
- Know, understand and comply with the laws, regulations, and code of conduct governing the conduct of USA Surfing business - both domestic and foreign.
- Ensure that all transactions are handled honestly and recorded accurately.
- Protect information that belongs to USA Surfing, our donors, sponsors, suppliers and fellow workers.
- Avoid conflicts of interest, both real and perceived.
- Never use USA Surfing assets or information for personal gain.
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of USA Surfing and act accordingly.

By signing below, I pledge my full support of the spirit and the letter of the requirements stated above.

(Printed Name)

(Signature)

(Date)