# Conflict Management
## Policy

Utah Figure Skating Club
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Bountiful, UT 84010
UFSC Info
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# Conflict Resolution

## Complaints

Any member or members having a complaint against another member for the infraction of any law or rule, other than skating rules, such as conduct injurious to the welfare of the Club, may report the same in writing to the Board of Directors. Such complaints will set forth the facts of the case, together with the names of witnesses, if any. After the receipt of such a complaint, a meeting of the Board of Directors will be held as soon as practical to investigate it. The complainant and the member complained of will receive at least 7 days notice of such a meeting from the Secretary. The Secretary will e-mail copies thereof to the complainant or complainants, and to the member complained of. Complaint or complainants and the member complained of will be notified of the Board of Director's decision in writing within 7 days of the final decision.

Appeals to the decision of the Board of Directors will be directed to U.S Figure Skating in accordance with Article XXV of the Official U.S. Figure Skating Rulebook.

## Suspension/Expulsion.

A member may be suspended or expelled by a resolution of the Board of Directors; the grounds for suspension and expulsion will be as follows:

- Failure or refusal to obey the rules and regulations of the Club Code of Ethics or U.S. Figure Skating.
- Conduct such as would tend to bring the Club or its members in disrepute.
- Conduct inconsistent with the best interests of the Club or its members.

- Failure or refusal to pay dues in arrears or other indebtedness after the member has been removed from 5 good standing by the Board of Directors and notified of such indebtedness.

Any member expelled or suspended is liable to the Club for dues, assessments, or fees incurred commitments made prior to expulsion. The provisions of this rule apply to a member's membership in the Club and not to membership in U.S. Figure Skating, the latter being subject to applicable provisions of the Bylaws and Official rules of U.S. Figure Skating pertaining to expulsion or suspension of membership privileges to U.S. Figure Skating. No dues or fees or parts thereof will be refunded to a member suspended or expelled by the Board of Directors.

# Conflict-of-Interest

## Purpose

The purpose of this policy is to ensure that all employees, officers, and board members of the Utah Figure Skating Club (UFSC) act in the best interest of the organization and avoid any situations where personal interests could conflict with those of the organization. Any details in the Bylaws under ARTICLE VII CONFLICTS OF INTEREST will supersede what is listed here.

## Policy

A conflict of interest occurs when an individual's personal, financial, or other interests could interfere with their duty to act in the best interest of UFSC.

### Examples include (but are not limited to):

- Having a financial interest in a business that works with UFSC.
- Using one's position at UFSC for personal gain.
- Accepting gifts, favors, or services that may influence decision-making.

### Disclosure and Action

1. All potential conflicts must be disclosed promptly to a board member.
2. The individual must not participate in any discussions or decisions related to the conflict until it is resolved.
3. The organization will review the situation and determine the appropriate course of action, which may include removal from decision-making or other measures.

# Whistleblower Policy

UFSC adheres the WHISTLEBLOWER and ANTI-RETALIATION POLICY outlined by the USFSA

| Version History | | |
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| Version | Description of Change | Revision Approved Date |
| 2 | Added additional Conflict-of-Interest info and added a Whistleblower Policy | |
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UTAH FIGURE SKATING CLUB
Utah's First Figure Skating Club
Since 1951