

UNITED STATES PONY CLUBS  
POLICY STATEMENT

SUBJECT: USPC STAFF CONFLICT OF INTEREST/OUTSIDE EMPLOYMENT

POLICY NO: 2450

EFFECTIVE DATE: 5/2/93

REVISED DATE: 5/16/99

I. PHILOSOPHY:

In order to protect USPC from activities involving conflict of interest, the Board of Governors realizes that an employment policy on conflict of interest is necessary.

II. POLICY STATEMENT:

The policy of the Board of Governors is that no USPC employee may serve in any position, whether volunteer or paid, that may cause conflict of interest.

III. AMPLIFYING INSTRUCTIONS AND GUIDELINES:

- A. No USPC employee may serve as a Regional Supervisor, District Commissioner, or Governor except as described in the USPC by-laws.
- B. A USPC employee may volunteer for service in another organization as long as such service does not create a conflict with his/ her duties in USPC.
- C. No employee is to engage in any outside employment or business that would result in divided loyalties. A USPC employee who desires to engage in outside employment or business activity, or to serve as an official at a rally or instructional clinic, must get approval from the Executive Director or the Personnel and Compensation Committee of the Board of Governors.

IV. DELEGATION OF AUTHORITY:

- A. The Executive Director shall have the responsibility for this policy with regard to all USPC employees, excepting his/her self.

Reviewed November 2004

B. The President shall have the responsibility for this policy in regards to the Executive Director and shall have oversight of this policy.

V. **ENACTMENT:**

Established: \_\_\_\_\_ Date: 5/16/99  
Board President