



EXPRESSSION OF INTEREST FOR HEARING COMMITTEE 2026-2028

USEF members who hold a Competing or Life Membership are encouraged to consider service on the Hearing Committee for the 2026-2028 term. Interested individuals should submit the required documents to nominations@usef.org **no later than October 30, 2025.**

Required Materials

- Motivation letter describing:
 - Your relevant skills, qualifications, and other information demonstrating your fitness for the role
 - Your interest in being a Hearing Committee Member
 - Your potential contributions to the Hearing Committee
 - Your commitment to fairness and impartiality
- Letter of Support from a member of a USEF Affiliate Association
- Curriculum Vitae Form
- Completed Conflict of Interest Disclosure Form
- Identification of social media handles for review
- Consent to perform background check

Selection Process

After reviewing submissions, you may be invited for an interview. The USEF President will select the non-athlete representative candidates from the eligible pool, and, subject to Board approval, appoint them to the Committee. Athlete Representatives will be subject to approval by the Athlete Advisory Committee.

Position Description

Specification	Details
Term Length	2 years, beginning January 2026 and ending January 2028
Key Requirements	<ul style="list-style-type: none"> • Appropriate knowledge of and experience in equestrian sport • Ability to attend hearings and one in-person committee meeting at USEF Annual Meeting • Strong analytical and evaluation skills • Strong reasoning and problem-solving skills • Ability to be fair and impartial • Understand goals of the Federation • Willingness to work toward promotion of transparency and accountability • No personal agenda • Commitment to ethics, fair play and honesty • Commitment to and exercise of discretion and confidentiality
Primary Responsibilities	<ul style="list-style-type: none"> • Thorough review of cases assigned

	<ul style="list-style-type: none"> • Impartially and professionally decide cases in accordance with applicable rules • Compliance with Federation rules, policies, and procedures • Promotion of Federation Code of Ethics and Conduct of Conduct • Respond to Federation staff within a reasonable time • Adjudicate cases when appointed as member of Panel related to alleged violation of Federation rules
Duties	<ul style="list-style-type: none"> • Maintain strict confidentiality (see below) • Attend in-person meeting at Annual Meeting • Serve on Hearing Panels as assigned • Disclose potential or real conflicts of interest • Respect and abide by Federation Bylaws, rules, policies, procedures • Maintain neutral and unbiased view of Federation members and stakeholders • Refrain from statements or actions that might cause harm or create perception of bias
Eligibility - Ineligible if	<ul style="list-style-type: none"> • Felony conviction involving harm to animals or vulnerable population • Felony conviction for sexual abuse or assault • Felony conviction for hate crime • Conviction for fraud or moral turpitude within previous 15 years • Committed Anti-Doping Rule Violation under USADA, WADA, FEI, or Federation with sanction of ineligibility not overturned • Served period of ineligibility for Equine Anti-Doping Violation for Banned Substance or Category IV substance not overturned • Served period of ineligibility for safe sport violation not overturned • Served period of ineligibility for horse abuse or unethical treatment of the horse not overturned
Disclosure Requirements	<ul style="list-style-type: none"> • Any other felony conviction must be disclosed in advance • Any misdemeanor, suspension, or ineligibility from sport or sport organization for rules violations or otherwise must also be disclosed

“Confidential Information” refers to any information or documents obtained through association with the Hearing Committee, including all pre-hearing materials, testimony, and evidence presented in matters before the Hearing Committee—regardless of whether such information or documents are marked as “Confidential.”

Members of the Hearing Committee shall not disclose any Confidential Information to third parties, except to individuals subject to appropriate confidentiality obligations and who require this information to carry out discussions pertinent to the Hearing Committee’s work. Each committee member must take all reasonable steps—including exercising the highest degree of care—to safeguard and prevent unauthorized disclosure or use of Confidential Information, thereby ensuring it does not become available to the public or to individuals not authorized to access it.

Should a Hearing Committee member become aware of any misuse or request for disclosure of Confidential Information, they are required to promptly notify the General Counsel in writing.