

## **Conflict of Interest Policy**

### **Introduction**

The Association is committed to providing a sport environment that is characterized by honesty, excellence, fairness, integrity, sincerity, transparency, open communications and mutual respect.

The Association believes that these values and ideals should guide all its decisions, actions and communications, as well as the decisions, actions and communications of its members and all other persons who do business or have affiliations with the Association and/or its members.

The Association, its members and all persons who can do business or have affiliations with the Association and/or its members have an obligation to avoid any conflicts of interest whatever the conflict, and must ensure that their activities and interests do not conflict with the Association and/or its members or with their obligations, duties and responsibilities within the Association.

### **Purpose**

This policy sets out to provide a standard of conduct to prevent, avoid and end all conflicts of interest situations.

### **Scope**

This policy applies to all the Association's members including athletes, coaches, officials, volunteers, board of directors (BOD) members, officers, committee members, staff, and appointed representatives of the Association.

### **Definition**

A conflict of interest is a situation where a member of the Association, in any capacity at the time of making a decision with direct or indirect affiliation with the Association and/or its members, is influenced or could be influenced by personal, financial, business or other considerations, having no relation with the Association's and/or its members' interests, or not in the best interests of the Association and/or its members.

### **Variety of Conflicts of Interest**

In a conflict of interest situation, a person can have a pecuniary or non-pecuniary interest. A pecuniary interest is an interest that a person may have in a matter because of the likelihood or expectation of a financial loss or gain for that person or any other individual with whom this individual has direct or indirect affiliations. The non-pecuniary interest may include:

- Coach-athlete, family relationships, friendships and any other interpersonal relationships;
- Volunteer position within other organizations;
- Any other interests that do not necessarily involve a financial loss or gain.

In addition, a conflict of interest can be real or perceived. A real conflict of interest arises when a person, in a decision-making situation, actually accords preferential treatment to a

party. A perceived conflict of interest is related to appearances and perceptions and do not necessarily depend on the fact that a person might really be in conflict of interest and therefore, that this person was incapable of making an objective decision. To recognize a perceived conflict of interest, we must ask if a reasonable and objective person would detect the presence of a perceived conflict of interest after having studied the matter in question.

Let it be known that perceived conflict of interests are more frequent than real conflict of interest. However, perceived conflict of interests are as prohibited and harmful as real conflict of interest.