



Conflict Of Interest Policy

1) Purpose of the Policy

- a) Gorge Soccer Association [GSA] Board Members (Directors), their spouses (or partners) and committee members ["club leaders"] must avoid situations or actions that a 'reasonable person' could see as a conflict between their own and the GSA's interests.
- b) If it is not possible to avoid the reality or perception of conflict, the person and the GSA must take corrective action.

2) Principles

- a) Club leaders must not only be free of conflict of interest but must also appear not to be in a conflict of interest;
- b) Club leaders shall not permit their own interest to conflict in any way with their fiduciary responsibilities to the Gorge Soccer Association;
- c) Club leaders shall not benefit directly or indirectly from any transaction with the Gorge Soccer Association, unless it is to clear advantage of the club as determined by the Gorge Soccer Association Board of Directors; and
- d) Club leaders shall not receive compensation for their services, except for compensation for out-of-pocket expenses incurred in the performance of his/her duties on behalf of the Gorge Soccer Association (if approved by Board).

3) Responsibilities of Club Leaders

- a) On election or appointment to their position, club leaders shall immediately disclose, in writing, any personal, professional or business activity that may be construed as a potential conflict of interest and periodically thereafter update such disclosure;
- b) Club leaders shall declare a conflict of interest and leave the meeting during discussion or voting on any matter relating specifically to their situation, particularly with respect to involvement with another soccer organization, private business interest or outside not-for-profit or charitable organization; and
- c) Any person who is entitled to vote on a motion can raise a concern about an actual or potential conflict of interest.



4) Action With Regards to Policy

- a) Any deviation or perceived deviation from this conflict of interest policy shall be acted on only if reported, in writing, by a complainant to the Board of Directors of the Gorge Soccer Association;
- b) Any club leader who, by personal or business conduct, violates any part of this policy may be suspended from their role by a two-thirds (2/3) majority vote of the entire Board of the Gorge Soccer Association after an investigation has been made and after the club leader concerned has been given a proper hearing with full opportunity to explain his/her action. When such a hearing is being initiated, notice of such hearing shall be given to all concerned, in writing, not less than 10 working days before such hearing; and
- c) If a Director does not resign despite the inability to clear a conflict of interest, the Board of Directors must determine if he/she should continue as a Director. A Special General Meeting will be scheduled at the earliest convenience to provide opportunity to remove the Director in question, only after the Board of Directors deems that the Director in question should resign and where the Director in question refuses to do so.

Document Control

Date	Change	Who
2013/06/24	Initial Policy document	Brad Hlasny
2013/08/19	Revisions for clarity	Andrew Wynn-Williams
2013/11/05	Formatting	Brad Hlasny