

ACADEMY

Conflict of Interest Policy

This policy ensures that all decisions made by our coaches, staff, and directors are always in the **best interest of the Club and your athlete**, not based on anyone's personal gain.

What is a Conflict of Interest?

A conflict happens when a person who works for the Club (a **Representative**) has a personal interest (financial, family, business, or friendship) that could influence a decision they make for the Club.

Type of Interest	Example
Pecuniary (Money)	A coach recommending a training facility that they personally own, making them money.
Non-Pecuniary (Personal)	A Director voting to place their child on a team they might not otherwise qualify for, purely based on the family connection.

The Rule is Simple

The interests of the **Academy Volleyball Club** *must always* come before any personal or private interests of a Representative.

Key Things Our Representatives CANNOT Do

Club representatives (coaches, staff, directors, etc.) **must not** use their position to:

- **Benefit Themselves:** They can't make a decision that benefits them financially or personally.
- **Give Favouritism:** They must not give special treatment to family members, friends, or businesses they are connected to (e.g., in team placement, playing time, or choosing vendors).
- **Use Club Resources:** They can't use the Club's equipment, supplies, or information for private business or personal use without permission.
- **Accept Gifts:** They must not accept any gift or favour that could be seen as an attempt to buy special consideration.

How We Handle Conflicts

1. Disclosure is Required

If any Representative has a potential or real conflict, they are required to tell the Club's leadership (the Board or their supervisor) about it **immediately**. We have a form they must complete annually.

2. If a Conflict Affects a Decision

If a conflict is known, the person with the conflict:

- **Must Disclose** it fully and openly.
- **Must NOT participate** in the discussion.
- **Must NOT vote** on the matter.

3. What if I See a Problem?

If you believe a coach or staff member has made a decision influenced by a conflict of interest, you can submit a complaint to the Club's Board. This complaint will be handled under our **Discipline and Complaints Policy**.

Our goal is to remove the conflict or apply appropriate actions (like removing responsibilities or suspension) to ensure the integrity of the Club is maintained.