



Croatia Norval S.C.

Conflict of Interest Policy

<u>Policy Type</u>	<u>Author</u>	<u>Approved By</u>	<u>Approval Date</u>
HR/Admin.	A. Radosevic	CNSC B.O.D	Dec 1, 2022

Croatia Norval SC adopts and follows policies per Ontario Soccer standards and guidelines from the Peel Halton Soccer Association. CNSC also implements the following policies to assist in the fairness and equitable application of rules in the organization.



Croatia Norval S.C.-Policies & Procedures



Sec. 17: Conflict of Interest Policy

Directors and the Executive Committee members of Croatia Norval Soccer Club (CNSC) are bound to act honestly, in good faith and in the best interest of the CNSC, its members, partners and supporters.

Consistent with such standards of conduct, conflicts of interest and the appearance of conflicts of interest are to be avoided where possible and acted upon openly and appropriately when encountered. The basis for a Conflict-of-Interest Policy is to provide for the “unconditional loyalty” of Directors and the Executive Committee, which is to keep the CNSC and its members’ best interests first in their decision-making. This includes any situation in which Directors and the Executive Committee have a private or personal interest sufficient to appear to influence the objective exercise of his/her official duties.

Decision-Making Process when Conflict of Interest is Present

When a potential conflict of interest is relevant to a decision being considered by the Directors and the Executive Committee, the following process shall occur:

1. The interested party shall call it to the attention of the Board.
2. Such a person shall not be allowed to vote on the matter.
3. In some cases, the President can request and have a majority vote by the Board to determine if such person should leave the room and shall not participate in the final deliberation. However, before their exiting, questions may be asked of her/him.
4. A contract or transaction shall be considered binding if the interest is disclosed and the Board approves, authorizes or ratifies the action in good faith by a majority of directors (not counting the interested board member) at a meeting where a quorum is present.

After this action, the official Minutes shall reflect that these requirements have been met.

The Directors are subject to the Conflict-of-Interest Policy as per The Ontario Soccer published rules and are referred to this document. Club Constitutions are also required to state this rule.