



THE LAVA DOME sports complex

✉ info@thelavadome.com

CONFLICT OF INTEREST POLICY

The Lava Dome Sports Complex, a 501(c)(3) public nonprofit organization

The Lava Dome (“Organization”) is committed to conducting its activities with fairness, integrity, and in compliance with applicable laws and regulations. As part of this commitment, the Organization has adopted this Conflict of Interest Policy (“Policy”) to further its mission and to ensure the Organization’s activities are conducted in the best interest of the Organization.

This Policy applies to all directors, officers, employees, and volunteers (collectively “Covered Persons”) of the Organization who are in a position to influence the Organization’s activities and decisions.

Covered Persons must avoid any situation that could create a conflict between their personal interests and the interests of the Organization. A conflict of interest occurs when a Covered Person has a personal or private interest that could influence the objective performance of the Covered Person’s duties and responsibilities to the Organization.

Covered Persons must disclose any current or potential conflicts of interest to the Organization’s Board of Directors, or designee(s), as soon as they become aware of it. The Board of Directors, or designee(s), will review the disclosed conflict of interest and determine what action to take, if any.

The Organization prohibits Covered Persons from engaging in activities, or having any financial interest, in any entity that is in competition with the Organization or could be reasonably perceived as a conflict of interest.

The Organization prohibits Covered Persons from engaging in activities, or having any financial interest, with any entity that could directly or indirectly benefit the Covered Person or any related person, or could be reasonably interpreted as a conflict of interest.

Conflict of interest disclosure forms will be distributed annually to all Covered Persons and all disclosures will be received and discussed by the Board of Directors at the following Board of Directors meeting.

If a Covered Person violates this Policy, the Organization’s Board of Directors may take appropriate disciplinary action, which may include suspension or termination.

The Organization reserves the right to modify or amend this Policy at any time.

Version 1.0

Updated: February 13, 2023