



Lindale Soccer Association Conflict of Interest Policy

Purpose

The purpose of this Conflict of Interest Policy is to protect the integrity of the Lindale Soccer Association ("LSA") decision-making process, enable Directors to fulfill their fiduciary responsibilities, and maintain public confidence in the Association. This policy is intended to ensure that decisions are made in the best interests of LSA and free from actual or perceived conflicts of interest.

Definition of a Conflict of Interest

A conflict of interest exists whenever a Director's personal, financial, family, professional, or business interests influence, or reasonably appear to affect, the impartial performance of their duties on behalf of LSA.

Examples of conflicts of interest include, but are not limited to:

- Financial interest in a business seeking to provide goods or services to LSA.
- Employment, ownership, or consulting relationships with organizations doing business with LSA.
- Immediate family members who may financially benefit from an LSA decision.
- Participation in decisions that directly benefit the Director or an immediate family member.
- Any circumstance that creates the appearance of impropriety or divided loyalty.

Duty to Disclose

Directors have an ongoing duty to promptly disclose any actual, potential, or perceived conflict of interest to the Board of Directors before any discussion or vote on the matter. A Director who is uncertain whether a conflict of interest exists is encouraged to disclose the circumstances so that the remaining disinterested Board of Directors may determine whether a conflict exists.

Disclosure shall be documented in the official meeting minutes. The disclosure shall include the general nature of the conflict but need not include confidential personal or financial details.

Recusal

A Member of the Board of Directors with a disclosed conflict of interest shall:

- Refrain from participating in discussions regarding the matter, unless requested by the Board to provide factual information.
- Abstain from voting on the matter.
- Leave the meeting during deliberation and voting unless requested by the Board to answer factual questions.

The remaining disinterested Board of Directors shall determine whether a conflict of interest exists when necessary.



Prohibited Conduct

Directors shall not use their position to:

- Obtain personal financial benefit.
- Secure preferential treatment for themselves or others.
- Influence decisions for personal, family, or business gain.
- Accept gifts, favors, or compensation that could reasonably influence their judgment.
- Use confidential information obtained through Board service for personal, family, or business benefit.
- Participate in any decision where their objectivity could reasonably be questioned.

Nominal gifts or promotional items of insignificant value may be accepted when doing so does not create the appearance of improper influence.

Annual Disclosure

Each Director shall annually disclose any known actual, potential, or perceived conflicts of interest and promptly update such disclosures if circumstances change during their term of service. When in doubt, Board Members are encouraged to disclose the relationship or circumstance so the Board may determine whether a conflict exists.

Violations

Failure to disclose a conflict of interest or failure to comply with this policy may result in disciplinary action, including removal from the Board of Directors in accordance with the LSA Bylaws and applicable governing documents. When appropriate, LSA reserves the right to pursue any legal remedies available to protect the Association's interests.

Policy Review

This policy shall be reviewed annually by the Executive Officers and amended as necessary. If any provision of this policy conflicts with the LSA Bylaws, the Bylaws shall control.



Acknowledgment of Conflict of Interest Policy

I acknowledge that I have read and understand the Lindale Soccer Association Conflict of Interest Policy. I agree to disclose any actual, potential, or perceived conflicts of interest and to comply with the requirements of this policy during my service with LSA.

Signature _____ Name _____ Date _____

Witnessed by:

Signature _____ Title _____ Date _____

Lindale Soccer Association

P.O. Box 2541, Lindale, Texas 75771