VolleyballHype Conflict of Interest Policy

1. Purpose & Policy Statement

- **Objective:** Ensure all decisions made by board members, coaches, staff, volunteers, and representatives serve the best interests of the club, its athletes, and the community—free from personal gain or divided loyalties.
- **Core Rule:** Representatives must act honestly, in good faith, and avoid situations where personal, family, financial, or business interests conflict (or appear to conflict) with their duties.

2. Definitions

- **Actual Conflict of Interest:** A situation where a person's private or financial interest directly interferes with their club duties.
- **Potential / Perceived Conflict of Interest:** A situation where a reasonable observer could perceive that personal interests might influence a decision, even if no improper action has occurred.
- **Immediate Family:** Spouses, partners, children, parents, siblings, or dependents sharing a household.

3. Role-Specific Guidelines

- **Board Members & Officers:** Must disclose vendor, sponsor, or employee relationships; abstain from voting where they or related parties benefit; and never use confidential club information for personal advantage.
- **Coaches:** Must avoid favoritism, disclose personal relationships affecting team placement or playing time, and seek written approval before recruiting athletes to competing ventures.
- **Parents & Guardians:** Must not use personal relationships with staff or board members to improperly influence playing time, team selection, or coaching decisions.

4. Disclosure & Management Procedure

- **Mandatory Disclosure:** Any real or potential conflict must be reported in writing to the Board of Directors as soon as it becomes known (often renewed annually at the start of the season).
- **Recusal:** The individual with the conflict must recuse themselves from discussion and voting on the affected matter.
- **Review & Enforcement:** The board investigates reports and may impose remedies—such as suspending decision-making authority, removing a person from a designated position, or escalating to disciplinary action under the club's complaint policy.

5. Annual Acknowledgment Form

"I have read VolleyballHype Conflict of Interest Policy, agree to be bound by its terms, and commit to disclosing any real, potential, or perceived conflicts of interest to the Board as soon as they arise."

- **Signature:** _____
- **Name (Printed):** _____
- **Role (e.g., Coach, Board Member):** _____
- **Date:** _____