

LRV Misfits – Conflict of Interest Policy

1. Purpose

The purpose of this Conflict of Interest Policy is to ensure that all decisions made within LRV Misfits are based solely on the best interests of athletes, teams, and the organization. This policy protects the integrity, transparency, and fairness expected by the Ontario Volleyball Association (OVA) and our club community.

2. Definition of a Conflict of Interest

A conflict of interest occurs when an individual's **personal interests**—financial, relational, or otherwise—could improperly influence their **professional judgment**, decision-making, or actions within LRV Misfits.

Conflicts may be:

- **Actual** – a real conflict exists
- **Potential** – a situation could develop into a conflict
- **Perceived** – an outside observer could reasonably believe a conflict exists

3. Examples of Conflicts

Conflicts of interest may include, but are not limited to:

- Selecting athletes for teams where a **family member** is involved
- Decisions about **playing time** involving relatives or close friends
- Hiring, appointing, or evaluating coaches with whom one has a personal relationship
- Purchasing equipment or services from a business owned by a coach, board member, or relative
- Financial decisions that benefit an individual personally
- Accepting gifts, favors, or incentives that could influence decision-making

4. Disclosure Requirements

All coaches, volunteers, administrators, and decision-makers must:

- Disclose any actual, potential, or perceived conflict **as soon as it arises**
- Provide full and honest details to the Club Director or designated governance lead

- Update disclosures if circumstances change

5. Managing Conflicts

When a conflict is disclosed:

- The individual **must recuse themselves** from related discussions, decisions, or votes
- Another qualified, impartial individual will be assigned to handle the matter
- The conflict and actions taken will be documented for transparency
- Serious or unresolved conflicts may be escalated to the OVA if required

6. Prohibited Actions

Individuals may **not**:

- Use their position for personal gain
- Influence decisions that benefit themselves, family, or friends
- Withhold information that could reveal a conflict
- Retaliate against anyone who reports a conflict

7. Reporting Concerns

Concerns about conflicts of interest may be reported to:

- The Club Director
- The LRV Misfits Governance Lead
- The OVA, if the matter involves safety, fairness, or organizational compliance

Reports will be handled confidentially and without retaliation.

8. Compliance

All coaches, athletes, parents, volunteers, and administrators must comply with this policy. Failure to do so may result in disciplinary action, removal from decision-making roles, or other measures deemed appropriate by LRV Misfits leadership.