



CONFLICT OF INTEREST POLICY

BC Netball is committed to making fair decisions based on established criteria and in adherence with its own policies and procedures. To be fair, and to be perceived to be fair, all decisions must be made without reference to influence, nepotism, favoritism or personal bias by Board members, coaches, selection committees, or members of any other any other body making decisions or selections on behalf of BC Netball.

A conflict of interest is where bias may influence, or be perceived to influence, a decision or selection.

If in any decision or selection an individual has a conflict of interest, or perceived conflict of interest, they must remove themselves, or be removed, from all discussions and decisions.

- If they may personally benefit in any way from a decision or selection.
- If they are a candidate for a position either voluntary or staff.
- If a family member has applied for a position or is standing for selection to a team
- If there could be a perceived financial benefit to a Board member, volunteer or staff member, or family member thereof with ties to an entity doing business with BC Netball

All discussions must be confidential and may not be shared with individuals who have been excluded for reasons of conflict of interest.

Process for handling real and perceived conflicts of interest:

Individual Board and Committee Members (including selection Committees) must declare any potential conflict of interest -either real or perceived, in any matter to The Board and/or Committee. The declaration may be made either verbally or in writing.

If found to have a conflict of interest the individual must not be party to any discussions, details or information concerning the matter and may not participate in decisions made.

If an Individual is found to have participated in a decision or decisions or selection (s) without disclosing a real or perceived conflict of interest an individual may be requested to remove themselves from the Body involved in making decisions regarding the matter. This includes the Board of Directors. Any decisions made with the participation or input of the individual(s) with a conflict of interest will be rendered invalid and the process repeated.

Exceptions: At the AGM a voting member is entitled to cast their vote regardless of whether they themselves or a family member is up for election.