



CONFLICT OF INTEREST

Policy and Statement

Barbers Hill Youth Soccer Club (BHYSO) recognizes that to fulfill its responsibilities to its members and to the public at large, it is dependent upon the dedication of the Board of Directors, its coaches, referees, all members of committees, all other representatives, and its volunteers. Because one aspect of determining qualifications of each of these individuals is the avoidance of conflicts of interest, the following policy has been adopted.

A conflict of interest is defined as any relationship in which a person receives compensation, remuneration, or other tangible benefits from any individual or entity that does business with and has an interest in the policies, decisions or operations of BHYSO that could influence or be perceived to influence the person's objectivity in any decision-making process involving policies, decisions or operations.

In general, BHYSO expects every person to be constantly aware of the dangers inherent in situations that give rise to conflict of personal interests with those of BHYSO. Although complete avoidance of all conflicts of interest is not always possible, BHYSO expects the kind of loyalty and ethical consciousness that will motivate an individual to recognize situations and circumstances that could produce a conflict. All individuals should avoid any actions that might result in or create the appearance of:

- using association with BHYSO for private gain;
- granting by BHYSO of unwarranted preferential treatment to any person or organization;
- using BHYSO's confidential information for financial or personal gain;
- compromising BHYSO's independence or impartiality;
- adversely affecting public confidence in the integrity or the reputation of BHYSO; or
- Endangering life, health or safety.

Consequently, BHYSO representatives shall refrain from engaging in any transaction with or on behalf of BHYSO in any type of situation in which such individual has a duty to protect BHYSO's interest therein and a simultaneous opportunity to realize a personal gain or benefit. Additionally, no person shall

accept or engage in any activity, business or employment that will conflict with BHYSC's interest or diminish the ability of the individual to render to BHYSC full, loyal and undivided service.

Finally, participants shall at all times avoid not only actual conflicts of interest but also the appearance of a conflict of interest. The appearance of a conflict can be as damaging as an actual conflict. Each individual is encouraged to develop and maintain an attitude of awareness of those situations in which an appearance of conflict might arise.

If a conflict of interest should arise, each and every individual has the responsibility to take necessary action to inform the President, who shall inform the Board of Directors about the conflict, and to avoid any participation in decision making regarding the action. When there is a doubt whether a conflict of interest exists, the matter shall be resolved by the Board of Directors.

- direct (and at times indirect) personal involvement with licensees, suppliers, service providers, sellers, contractors, and customers of BHYSC;
- ownership of an interest or any financial interest, direct or indirect, in such an entity, including personal or familial employment;
- acting in any capacity in such an entity;
- acceptance of payments, services, property, loans, or any financial interest, direct or indirect, from such an entity;
- ownership of property or any financial interest, direct or indirect, affected
- by actions of BHYSC;
- ownership of property or any financial interest, direct or indirect, acquired as a result of BHYSC's confidential information; outside activities or any interest, direct or indirect, in civic, professional or political organizations which might involve improper and unauthorized divulging of BHYSC data; and use of his or her position at BHYSC to extend an offer of employment to a spouse, family member, or business associate.