

**FIELD HOCKEY ONTARIO**

Box# 80030  
Appleby Line, Burlington, ON  
L7L 6B1

tel: 1 (877) 605-0855  
info@fieldhockeyontario.com

## CONFLICT OF INTEREST POLICY

### Purpose

1. The purpose of this policy is to outline the general policy of Field Hockey Ontario (“FHO”) related to Conflict of Interest.

### Scope and Application

2. This policy applies to members, where the term “Member” refers to all categories of members within FHO, as well as to all individuals engaged in activities with or employed by FHO, including but not limited to: athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators and employees (including contract service personnel, honorarium based personnel).

### Policy

A conflict of interest will be deemed to exist:

1. When designated representatives place themselves or can be perceived to have placed themselves in a position where they are under any obligation to any person or organization, which might benefit from improper consideration or favour.
2. When designated representatives seek or are perceived to seek, gain, receive, or benefit financially or from preferential treatment in the discharge of their duties and responsibilities to FHO. Such situations include, but are not limited to, the following:
  - a. participating as a director or officer of a firm which is a supplier of materials or services to FHO;
  - b. entering into an agreement or contract for the sale or manufacturing of hockey supplies and/ or services with any agency which could be construed as an endorsement of, or promotion by, FHO;
  - c. having personal financial dealings with an individual or corporation whose business with FHO involves the designated representative’s sphere of responsibilities;
  - d. making an investment in any situation in anticipation of FHO taking a material interest therein or which results from knowledge of facts not generally available to the public or in anticipation of actions which may be taken by FHO in such a situation;
  - e. participating as a head of an FHO committee, or as of an FHO team/program support personnel, i.e., manager, medical, etc., prior to a member of the individual’s family is selected for the team, camp, or as a paid coach, umpire, support person etc.;
  - f. participating in the selection process of any FHO team/program if a member of the individual’s family is a potential candidate for selection;
  - g. advocating or expressing an opinion publicly, either verbally or in writing, which is contrary to the stated policies, decisions or positions of FHO;
  - h. advocating for the benefit of one’s club, friends or family members over the interest of FHO i. behaving in such a manner as to embarrass FHO or bring the name of FHO into disrepute.

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3. If gifts or favours of any kind are exchanged between a designated representative and any individual or corporation whose relationship with FHO involves the designated representative's sphere of responsibilities. This does not include a working lunch/dinner meetings of a reasonable nature.
4. If designated representatives find themselves in a position of having to determine the allocation of funds to specific projects with which they or a family member could be perceived to be deriving benefit.
5. If a designated representative finds himself/herself in a position of evaluating and subsequently, voting upon, a sponsorship proposal from a company or corporation for whom the designated representative works or from whom that designated representative receives benefits (e.g., sponsorship).
6. This policy is not intended to prohibit the acceptance or giving of common courtesies associated with accepted business practices, including accepting or giving gifts of nominal value which could not be construed as a bribe or other improper payment.
7. Cash payments in any amount must not be accepted or given as a gift or favour under any circumstances.
8. This policy is not intended to prohibit the payment of fee for service by FHO to individuals who are entitled, by virtue of services performed or rendered, to receive such fees.

**Disclosure**

9. Prior to the appointment, confirmation, election, recognition or employment of any individual as defined under "Application", said individual or association shall be provided with the Conflict of Interest Policy and will be expected to declare that he/she or it have no business, commercial, financial, professional, property or similar interest(s) which in his/her or its opinion might be construed as being in actual or potential conflict with the duties and responsibilities or the position offered. All current board members must comply with this policy, and complete the attached disclosure form.
10. If, prior to appointment, election, recognition or employment, any individual discloses interest(s) which may be or may be perceived to be in conflict with the interests of FHO, the individual agrees that an understanding on his/her or its part will be required to correct if found in actual or potential conflict with the duties and responsibilities of the position offered.

**Administrative Procedures**

11. It is the personal responsibility of each person to avoid any case of conflict of interest. Every opportunity will be provided to ensure there is opportunity to do so, such as a standing agenda item at the beginning of each Board of Directors meeting prior to the meeting agenda acceptance.
12. Faced with a situation of an actual or potential conflict of interest, the person concerned must disclose the actual or potential conflict of interest to the Board, Committee concerned or, if a staff member, to the Board Director they report to, and may be asked to withdraw from discussions pertaining to the subject in conflict.



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13. Pending determination of the question, the person concerned must refrain from expressing any opinion, participating in any discussion or from voting on any subject until the question is finally determined as provided in the following sub-paragraphs.
14. If designated representatives are faced with a situation involving an existing or potential conflict of interest, or are in any doubt about the application of these policies, the circumstances must be reported immediately as follows:

For:	Contact:
Athletes	Designated Board Director
Committee Members	Designated Board Director
Staff (full & part-time)	President
Board Members	President
President	Board
Contract/Fee for Service Personnel	Designated Board Director

15. In the case of reported situations of conflict of interest, the contact must make a determination if in fact a conflict of interest does exist. If it is deemed that there is in fact a conflict of interest and/ or perceived conflict of interest, a report in writing must be sent to the Board.
16. Where a FHO designated representative has failed to disclose a conflict of interest and/or perceived conflict of interest, the President/Secretary will take the following actions:
  - a. the designated representative's actions be justified in writing and;
  - b. discuss the circumstances at the next Board meeting (or if circumstances necessitate i. an immediate decision, convene a Board meeting by conference call) and;
  - c. based on the decision by the Board, the designated representative will be requested i. to cease those actions which have brought about the conflict of interest, by the appropriate contact informing the designated representative of the Board's decision and requesting that all conflict of interest actions cease;
  - d. in the case of the BOD, should the designated BOD representative continue those actions or activities which have been deemed to be in conflict with the interests of FHO, the remaining BOD members will vote on removing the conflicted BOD members portfolio.
  - e. for all other designated representatives, should the designated representative continue those actions or activities which have been deemed to be in conflict with the interests of FHO, the designated individual will be removed from his or her position or, in the case of an association, all benefits will be withdrawn.
17. In all cases of conflict of interest or perceived conflict of interest, the Board of Directors must be advised of the outcome.



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**Confidentiality**

18. All discussions at meetings of the Board and in committees are confidential. Members of the Board and members of committees must not disclose any discussions that take place at meetings to any third parties.
19. The official record of all discussions at meetings of the Board and the committees are the minutes of those meetings.
20. The Chairs of the Committees are responsible to report to the Board on all deliberations and discussions that take place at meetings of their respective groups.
21. All official announcements, statements and correspondence (in all forms) on behalf of Field Hockey Ontario may only be made by the President, the Secretary or any other person authorized by them to do so.

**Appeal Process**

22. If the designated representative is removed from his/her position, and the designated representative wishes to appeal the decision, a written request for Appeal stating grounds, must be submitted in accordance with the FHO Appeal Policy.

**Approval**

23. This policy was approved by FHO Board of Directors in July, 2020. It will be reviewed on an annual basis and may be amended, deleted or replaced by a resolution of the Board. (Declaration form attached)

