

Purpose:

The purpose of this policy is to establish guidelines for the identification, management, and disclosure of conflicts of interest that may arise in the course of the Mississauga Soccer Academy operations.

Scope:

This policy applies to all members, officers, directors, employees, volunteers, coaches, and any other persons involved in the soccer Academy's activities.

Definition:

A conflict of interest arises when an individual has a personal or financial interest that could compromise or interfere with the individual's judgment or ability to act in the best interest of the Mississauga Soccer Academy.

Guidelines:

Disclosure: All individuals involved in the soccer Academy's activities must disclose any actual or potential conflicts of interest to the Academy's Board of Directors as soon as they become aware of them.

Prohibition: No individual may use their position in the soccer Academy to promote their personal interests or to gain an unfair advantage for themselves or others.

Evaluation: All potential conflicts of interest must be evaluated by the Board of Directors to determine whether they could compromise the Academy's integrity or interfere with the individual's ability to act in the Academy's best interests.

Recusal: Any individual with a conflict of interest must recuse themselves from any decision-making process or discussion where their personal or financial interest may affect their judgment or influence the outcome.

Confidentiality: All disclosures and evaluations of conflicts of interest will be treated as confidential information and will be disclosed only to those who need to know.

Record-Keeping: The Academy will maintain records of all disclosures and evaluations of conflicts of interest for at least three years.

Training: All individuals involved in the soccer Academy's activities will receive training on this policy and the importance of identifying and managing conflicts of interest.

Enforcement: Violations of this policy may result in disciplinary action, up to and including termination of employment, termination of membership, or removal from the Board of Directors.

Amendment: This policy may be amended by a two-thirds vote of the Board of Directors.

Acknowledgement: All individuals involved in the Mississauga Soccer Academy's activities must acknowledge that they have read, understand, and will comply with this policy.

Effective Date: This policy is effective immediately upon approval by the Board of Directors.