

Conflict of Interest Policy

Introduction

Definitions The following terms have these meanings in this Policy:

- a) "Conflict of Interest" – An incompatibility between one's private interests and one's duties as a trustee of a governing organization
- b) "Perceived Conflict of Interest" – A reasonable perception by an informed person that a conflict of interest situation exists or may exist.
- c) "Person" – Any family member, friend, customer, client, sponsor, colleague, legal person or organization.
- d) "Representatives" – Individuals employed by, or engaged in activities on behalf of, Boxing Ontario, or Registered Organizations, including: Administrators, Coaches, Directors, Employees, Officials, Registrants, and volunteers.

Boxing Ontario is committed to providing an environment in which all Representatives of Boxing Ontario and any of its governing organizations act honestly, in good faith, and in the best interests of the sport of boxing in the Province of Ontario.

There are two types of interest – pecuniary interest and non-pecuniary interest. Pecuniary interest relates to the reasonable likelihood or expectation of financial gain or loss for the Representative or for another Person with whom the Representative is associated. Non-pecuniary interest involves family relationships, friendships, or other interests that are not related to the potential for financial gain or loss.

Obligations

Any conflict of interest, whether real, perceived, pecuniary or non-pecuniary, between a Representative's personal interest and the interests of Boxing Ontario, shall always be resolved in favour of Boxing Ontario.

Representatives will not:

- a) Engage in any business or transaction, or have a financial or other personal interest, that is incompatible with their official duties with Boxing Ontario, unless such business, transaction, or other interest is properly disclosed to, and approved by Boxing Ontario.
- b) Knowingly place themselves in a position where they are under obligation to any Person who might benefit from special consideration or who might seek preferential treatment
- c) In the performance of their official duties, give preferential treatment to any Person
- d) Derive personal benefit from information that they have acquired while fulfilling their official duties with Boxing Ontario, if such information is confidential or not generally available to the public

e) Without the permission, use the Boxing Ontario property, equipment, supplies, or services for activities not associated with the performance of their official duties with Boxing Ontario

f) Place themselves in positions where they could, by virtue of being a Representative, influence decisions or contracts from which they could derive any direct or indirect benefit

g) Accept any gift or favour that could be construed as being given in anticipation of, or in recognition for, any special consideration granted by virtue of being a Representative.

Disclosure

On election, re-election or appointment to a position as a Director of a governing organization, the individual must sign and submit to that governing organization a statement acknowledging that they have read, understood and agreed to act in accordance with this Conflict of Interest Policy. Such a statement must also disclose: a) any other boxing activity or position; and b) any personal, professional, business activity or position that may at that time, or could in the future, be construed as a potential conflict of interest. Such a statement must be updated as circumstances require.

In the event a Representative has a conflict of interest in relation to a particular issue or matter of discussion, the Representative shall:

a) Declare the conflict of interest and the nature of the conflict, and refrain from voting on the issue in question

b) Absent themselves from the meeting at any time there is discussion of the matter giving rise to the conflict; and

c) Refrain from lobbying or participating in the decision making process.

Each Representative is also required to declare a conflict even when the conflict for the Representative arises after the contract or arrangement is made with the other company, firm, or organization in which the Representative acquires an interest or significant involvement. In this situation, the Representative is to declare his or her conflict immediately after the Representative becomes interested in the other company, firm, or organization.