

# **Conflict of Interest Policy**

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The Fusion Soccer Club requires that all people who conduct business on behalf of the Club make their decisions based upon what is good for the Club. A conflict-of-interest can arise in any such decision, where the interest of the individual and the Club are at odds. More specifically, a conflict-of-interest is defined to be any situation in which an individual stands to personally realize a direct gain or loss as a result of performing their duty to the Club. A potential gain/loss realized indirectly as a result of a decision on the Club itself is generally not a conflict-of-interest.

Even when the interest of the individual and the Club align, there may be the perception of a conflict. Both real and perceived conflicts must be avoided through disclosure, and if necessary deferral of decisions to others.

The following are examples intended to illustrate what constitutes a conflict-of-interest. This list is not comprehensive, but is included to help give some idea of the types of situations that can lead to conflicts:

- A Board member, or a close friend or relative of a Board member, owns a business that can provide services to the Club. The Board member would have a conflict-of-interest on any decision regarding the Club using the business. The Board member is expected to recuse himself/herself from any votes involving the business.
- A Board member has a child in the Club, and they are asked to vote to change a program fee such that it lowers their personal cost. This is NOT a conflict of interest unless the change of fee preferentially applies only to their child, because the benefit of the change accrues to some or all of the Club membership irrespective of their relationship with the Board member.
- A paid position within the Club is to be filled, and the final list of candidates includes a relative of an officer or Board member. In this case the officer/Director must not be involved in the final hiring decision.
- A team is to travel to a tournament in Chicago, and the team manager picks a hotel for the team that happens to be owned by her in-laws. This would be inappropriate since the team manager has a perceived conflict-of-interest in this decision. While it is okay to use this hotel, the decision should be made by someone else, or by the team as a whole.

Generally as long as conflicts (real or perceived) are disclosed, they can be easily dealt with. It is incumbent on everyone working on behalf of the Club to be aware of potential conflicts and to deal with them in a transparent fashion when they arise.