

CONFLICT OF INTEREST

Conflict of Interest policy relating to the conduct of the affairs of

MISSISSAUGA MINOR BASKETBALL ASSOCIATION INC.

PURPOSE

The purpose of this Policy is to provide a standard of behaviour and framework regarding a conflict of interest and conflict resolution that may affect the day to day activities of the MMBA and its members.

STATUTORY OBLIGATIONS

The MMBA is governed by the *Corporations Act (Ontario)*, R.S.O 1990, c. C.38 as amended until the *Not-for-profit Corporations Act (Ontario)*, 2010 comes into force and once proclaimed shall apply in matters involving real or perceived conflict between the personal or group interests and the broader interest of the MMBA.

Any real or perceived conflict, between individuals and the interests of the MMBA must at all times be resolved in favour of the MMBA.

DEFINITIONS

These terms will have the meaning within this Policy:

- a) “Conflict of Interest” - Any situation in which an individual is influenced or could be influenced by personal, family, financial or other interests contrary to the best interests of the MMBA.

- b) “Individual” - All members of the MMBA, including MMBA officers, directors, coaches (paid and volunteer) and other individuals who may be decision makers including but not limited to players, MMBA staff persons, parents, family members, friends, suppliers, or related organizations.

CONFLICT OF INTEREST

1) Individuals will not, subject to a decision of the board:

- a. engage in any business or transaction or have a financial or other personal interest which is inconsistent with the duties and obligations owed to the MMBA;

- b. engage in any outside work, activity, or business undertaking:
 - i. that conflicts or appears to conflict with the role as an officer, board member, committee member, staff person, coach or other representative of the MMBA;
or
 - ii. in a professional capacity that will, or might, appear to adversely influence or affect the carrying out of duties as an MMBA individual.

2) Any situation in which a conflict of interest real or perceived by an individual shall be disclosed to the president or board member at the first opportunity.

- 3) An individual who raises an issue of a conflict of interest in the first instance (notice) shall provide a detailed explanation in writing as to the conflict and the individuals involved and how it may affect the duties and activities of the individual and the MMBA.
- 4) The president or board member must acknowledge within five (5) days receipt of the notice of a conflict of interest.
- 5) The board or committee of the board shall within fourteen (14) days of receipt of the acknowledgement of the conflict cause to be made an investigation of the alleged conflict and review the conflict in its entirety.
- 6) Following review of the conflict, the individual involved must be given the opportunity to advocate for themselves in a way that allows them to respond to the question of a conflict of interest in a timely manner.
- 7) Upon delivery of the response to the allegation of a conflict, the board or a committee of the board has the authority to make the final determination as to the course of action to be taken and deemed appropriate in the circumstances and to so notify the individual involved as to what action is being taken, if any.
- 8) Documentation relating to conflict of interest shall be recorded in the minutes of the board of directors' meetings and all committees appointed in relation to resolution of the conflict.

- 9) If an individual does not accept the decision of the board, the individual may pursue avenues under the MMBA Dispute Resolution Policy.