



## **Conflict of Interest Policy**

### **(1.0) Introduction**

The BCBUA believes in fostering a safe, welcoming, and inclusive environment for participants. The purpose of this policy is to define and manage conflicts of interest within the organization.

### **(2.0) Application**

This policy applies to individuals hired, appointed, or elected to roles within the BCBUA, including but not limited to, employees, staff, umpire evaluators, instructors, umpires, volunteers, and members of the Board of Directors.

### **(3.0) Definition**

A conflict of interest is defined as a situation where an individual has a competing personal interest that conflicts, or may reasonably be seen to conflict, with the interests of the BCBUA. Real and perceived conflicts of interest are of equal concern.

Conflicts of interests can arise from personal friendships, economic interests, from membership in organizations, and from other types of relationships.

Given the interconnectedness of the baseball community, the BCBUA recognizes that all conflicts of interest are not necessarily problematic or avoidable.

### **(4.0) Duty to Report**

Individuals are expected to report any real or perceived conflicts of interest to the president who shall keep a record of such reports.

A conflict of interest must be declared when there is a direct or indirect material interest in a contract or transaction with the society or a matter for consideration by the board. A "material interest" is an interest that is not insignificant and could reasonably be considered to affect a person's decision-making.



## BC Baseball Umpires Association

### **(5.0) Expectation**

The BCBUA expects all employees, staff, umpire evaluators, instructors, umpires, volunteers, and members of the Board of Directors to act in the best interest of the organization.

### **(6.0) Avoiding Conflict of Interest**

To avoid conflicts of interest, individuals, as defined in section 2.0:

- May not have direct or indirect interests of any nature that conflict with the discharge of their duties.
- Shall not accept or solicit any personal gift, favour, or service that might influence the individual in discharging their duties.
- Shall not disclose information acquired conducting business for the BCBUA for personal gain or benefit.
- Shall not transact any business, in their official capacity with the BCBUA, with any organization or business of which the participant is an officer, agent, or member in which they own a substantial interest.