Barrie Minor Baseball Association

Conflict of Interest Policy

Barrie Minor Baseball Association is committed to providing an organization free of conflict, where everyone in the membership is treated with fairness, dignity and respect. Barrie Minor Baseball Association has instituted this policy to provide an outlet to raise concerns regarding any conflict within the organization whether actual, perceived or potential.

BARRIE MINOR BASEBALL ASSOCIATION

CONFLICT OF INTEREST POLICY

The purpose of the following policy and procedures is to compliment the Barrie Minor Baseball Associations (herein referred to as BMBA) Constitution and Bylaws and Code of Conduct to prevent the personal or private interest of board members and persons in trust within the organization from interfering with the performance of their duties and responsibilities and from entering any situation that could result in personal, financial, professional or political gain on the part of such persons at the expense of BMBA, its members and supporters.

A conflict of interest is defined as an actual, perceived or potential interest by a member of the board or a person of trust within the organization in an action that results in, or has the appearance of resulting in personal, financial, or professional gain. Members and persons of trust are always obligated to act in the best interest of the organization. This obligation requires that any member or persons of trust, in the performance of the organizations duties, seek only the furtherance of the organizations mission. Members and persons of trust are prohibited from using their job title or the organizations name or property, for private profit or benefit.

Conflict of interest can assume several basic forms. Conflict might center on personal interests or it might center on duties an individual owes to an organization. The gains or losses involved might be material, financial or social.

A Conflict of Interest may be Actual, Perceived or Potential

Actual: When a person in trust has a private interest that is sufficiently connected to his or her duties and responsibilities of a person in trust and that it influences the exercise of these duties and/or responsibilities

Perceived: When reasonably informed persons of trust believe that another member of the BMBA has a conflict of interest, even where, in fact no real conflict of interest exists.

Potential: When a person of trust has a private interest that could affect his or her decision about matters that are being discussed.

Persons of Trust within the BMBA are obligated to declare to the President and the Ethics Committee that they are in a conflict of interest when any of the above situations occur. If a person of trust finds themselves to be in a conflict they would declare the conflict and remove themselves from the situation which would include any discussion or resolution to the matter.

The following duties shall be imposed upon all members and persons of trust within the organization:

- The duty of diligence: this is the duty to act reasonably, prudently, in good faith and with a view to the best interests of the organization and its members
- The duty of loyalty: this is the duty to place the interests of the organization first and not to use one's position as a person of trust to further private interests
- The duty of obedience: this is the duty to act within the scope of the governing policies of the organization and within the scope of other laws, rules and regulations that apply to the organization.