



G2 Athletics Sports Club Conflict of Interest Policy

1. Purpose

The purpose of this Conflict of Interest Policy is to protect the integrity, transparency, and reputation of G2 Athletics. It ensures that decisions made on behalf of the club reflect the best interests of the organization and its participants, free from undue personal, financial, or professional influence.

This policy applies to all individuals involved in G2 Athletics, including directors, officers, employees, coaches, athletes, parents, volunteers, committee members, and contractors. These individuals are referred to throughout this document as “**Representatives.**”

2. Definition:

Conflict of Interest: A situation where a Representative's personal, professional, or financial interests interfere with or could reasonably appear to interfere with their duty to act in the best interests of G2 Athletics.

Pecuniary Interest: A conflict involving a reasonable likelihood of financial gain or loss for the Representative or a related party.

Non-Pecuniary Interest: A conflict arising from family relationships, friendships, volunteer roles, or other non-financial associations.

Related Party: Any individual or entity with whom the Representative has a familial, financial, or close personal relationship.

Affiliation: A role held by the Representative in another organization that may be considered a competitor, vendor, or stakeholder in the same sport (e.g., coach, athlete, employee, volunteer, or board member).

3. General Principles

a) Act in the Best Interest of the Club

Representatives must act honestly, in good faith, and prioritize G2 Athletics' mission and sustainability.

b) Full Disclosure

All actual, potential, or perceived conflicts of interest must be disclosed in writing to the Club Director or the Board of Directors as soon as they arise.

c) Recusal from Decision-Making

Representatives with a conflict must abstain from discussions and decisions related to the matter and not count toward quorum.

d) No Personal Gain

Representatives must not use their position to gain personal, financial, or professional advantage for themselves or related parties.

4. Universal Obligations

Representatives will not:

- a) Engage in any business, transaction, or have a personal interest incompatible with their official duties unless fully disclosed and approved.
- b) Place themselves under obligation to any person who might seek preferential treatment.
- c) Give preferential treatment to family, friends, or colleagues in their official duties.
- d) Derive personal benefit from confidential information obtained in their role.
- e) Engage in outside work or activities that conflict or appear to conflict with their duties at G2 Athletics.
- f) Use club property, equipment, or services for personal activities without permission.
- g) Influence decisions or contracts for personal or related party benefit.
- h) Accept gifts or favors that could be construed as seeking or rewarding special consideration due to their position.

5. Role-Specific Responsibilities

a) Directors and Officers

- Must disclose relationships with vendors, sponsors, or staff that may impact impartiality.
- Shall not vote on or influence decisions where they or related parties may benefit.
- Shall not use confidential information or club resources for personal gain.

b) Coaches

- Must avoid favoritism; must disclose personal relationships that could affect decisions.
- Shall not recruit athletes to competing organizations or personal businesses without written approval.
- Must disclose personal relationships that could affect decisions.

c) Athletes

- Must avoid disruptive actions or attempts to gain unfair advantage
- Shall not offer gifts or incentives to influence decisions.

d) Parents and Guardians

- Shall not influence playing time, team placement, or coaching decisions through personal relationships.
- Must disclose relevant relationships.
- Should avoid gifts or favors to staff.

e) Volunteers and Members

- Must disclose affiliations that could conflict with the club's mission.
- Shall not represent the club in business dealings for personal gain unless authorized.

6. Disclosure and Documentation Process

a) Annual Declarations

All Directors, Officers, coaches, staff, and volunteers must complete an annual Conflict of Interest Declaration Form disclosing any real or perceived conflicts, even if none exist.

b) Record Retention: Declaration Forms shall be retained by G2 Athletics as official records.

c) Immediate Disclosure: Any newly identified conflicts must be disclosed in writing immediately to the Club Director or designated Board Member

7. Handling Conflicts and Decision-Making

The Club Director and/or Board will review disclosed conflicts and decide on appropriate actions, which may include recusal, reassignment, or removal from decision-making roles.

For Board decisions involving a conflict:

- The conflict and disclosure shall be recorded in the meeting minutes.
 - The conflicted individual shall not participate in discussion or voting and shall not count toward quorum.
 - The decision must be confirmed as being in the best interest of G2 Athletics.
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8. Sanctions, Enforcement, and Suspension

- Violations of this policy may result in disciplinary action including removal from teams, committees, coaching roles, suspension of privileges, termination of contracts or memberships, or expulsion from the club.
 - **Automatic Suspension:** Failure to comply with disclosure requirements or any action determined by the Board will result in **automatic suspension** of the Representative's role or participation until full compliance is achieved.
 - **Suspension Pending Investigation:** The Club Director or Board has the authority to suspend any Representative from duties or activities pending the outcome of a conflict investigation if the conflict is deemed significant or serious.
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9. Acknowledgment

All Representatives, including Directors, Officers, coaches, staff, and parents, must annually review and sign this policy, acknowledging their understanding and agreement to comply.

Pledge & Acknowledgement

By signing below, I confirm that I have read and understood the [G2 Athletics Volleyball Club Conflict of Interest Policy](#). I understand that non-compliance with these standards may lead to consequences, up to and including forfeiting my position on the team.

Signature: _____ **PRINT NAME:** _____

Date: _____

Conflict of Interest - Declaration Form

I have read the G2 Athletics Volleyball Club Conflict of Interest Policy, agree to be bound by its obligations, and commit to avoiding any real or perceived conflict of interest. I will disclose any potential conflicts to the G2 Athletics Board as soon as they are known to me.

I declare the following interests that may represent a potential conflict of interest:

Name: _____

Signature: _____

Date: _____

***Our policies are reviewed on a weekly and monthly basis to ensure and reflect Safe Sport best practices and Volleyball BC alignment and to provide the highest level of support for all participants and members. As a result, updates and changes may occur accordingly. We encourage all members to review policies regularly on our website, as any modifications will take immediate effect.*