

Conflict of Interest Policy

Effective August 31, 2026 • Applies to the 2027 season and until replaced

Club decisions must be made fairly and in the best interests of the Club and its participants. This policy applies to directors, coaches, staff, volunteers, contractors, selectors and any person authorized to make or influence a Club decision.

What is a conflict of interest

A conflict exists when a person's personal, family, financial, business, employment or other interest could improperly influence—or could reasonably appear to influence—their Club duties. A conflict may be actual, potential or perceived. The appearance of bias can be harmful even when no improper decision is made.

Examples include participating in a decision involving a family member; receiving a personal benefit from a supplier; selecting an athlete with whom the decision-maker has a close personal or financial relationship; using confidential Club information for private gain; or influencing a complaint in which the decision-maker is involved.

Required conduct

- Disclose the conflict promptly and in writing to the Club Director, or to an uninvolved person if the Director is affected.
- Do not participate in discussion, evaluation, selection, voting, investigation or decision-making related to the conflict unless requested solely to provide factual information.
- Do not attempt to influence another decision-maker privately or indirectly.
- Protect confidential information and do not use Club opportunities, property, relationships or information for personal gain.
- Do not accept a gift, discount, payment or benefit that could reasonably be viewed as influencing a Club decision. Modest customary tokens may be accepted only when they do not create an obligation or appearance of favouritism.

Managing and recording conflicts

The Club will document material disclosures and the steps taken to manage them. Depending on the circumstances, the Club may require recusal, independent review, reassignment of duties, competitive quotes, removal from a decision, or another proportionate safeguard. Failure to disclose or comply with a conflict-management direction may result in discipline.

Related policies

This document forms part of the Titans Volleyball Club 2027 policy collection. Read it alongside the other applicable Club policies and Volleyball BC policies.