



CANADIAN AMATEUR BOXING ASSOCIATION L'ASSOCIATION CANADIENNE DE BOXE AMATEUR



Conflict of Interest Policy

Introduction

We must be impartial and fair in our dealings with Boxing Canada members, residents, suppliers and the general public. Their trust, confidence, and support of Boxing Canada's goals and objectives are necessary if we are to do our job well. Members of the Board of Directors, Committee members, staff, representatives and decision makers of Boxing Canada must ensure that their interests, or those close to them, do not conflict with the impartial performance of their duties. Any potential, real or perceived, conflict between an individual's interest, and those of the Association, must be resolved in favour of the Association.

Definition of Conflict of Interest

Conflicts of interest include both pecuniary and non-pecuniary interest. Non-pecuniary conflicts of interest are just as important as pecuniary interests.

Pecuniary interest:

- Is an interest that you have in a matter because of the reasonable likelihood or expectation of appreciable financial gain or loss for you, or another person with whom you are associated. Associated persons include relatives, partners, and employers.

Non-Pecuniary interest:

- Interest may include family relationships, friendships, position in associations and other interest that do not involve financial gain or loss.

Not only must your actions be free from any conflicts, but you must also ensure that they are seen to be free from any conflicts of interest. It is therefore important that you consider what other people might think of the situation. These other people could include, for example, potential suppliers, other sport organizations, fellow Board members and members of the public.

Administrative Policy:

1. Objectives

This policy is aimed at avoiding conflicts of interest within Boxing Canada and maintaining fair and ethical interactions between and among those who work, volunteer and do business with Boxing Canada.

Boxing Canada is incorporated under the Canada Corporations Act and is governed by the Act in matters involving a real or perceived conflict between the personal interest of a director or officer (*or other individuals involved in a decision making or decision influencing roles*) and the broader interests of the corporation.

2. Application

This Conflict of Interest Policy shall apply to all members of the Board of Directors, Committee Members, staff, representatives and decision makers of Boxing Canada.

3. Policy Statement

Members of the Board of Directors, Committee Members, staff, representatives and decision makers of Boxing Canada shall not:

- a) Engage in any business or transaction or have a financial or other personal interest, which is incompatible with the discharge of their duties and obligations with Boxing Canada.
- b) Knowingly place themselves in a position where they are under obligation to any person who might benefit from special consideration or favour on their part, or might seek, in any way, preferential treatment.
- c) Accord, in the performance of their duties and obligations, preferential treatment to relatives or friends or to organizations in which they or their relatives or friends have an interest, financial or otherwise.
- d) Benefit from the use of information acquired during the course of their official duties with Boxing Canada, which is generally not available to the public.
- e) Engage in any outside work, activity or business undertaking
 - i. That conflicts or appears to conflict with their duties as Board of Directors, Committee Members, staff, representatives and decision makers of Boxing Canada.
 - ii. In which they have an advantage or appear to have an advantage to derive from their association with Boxing Canada.
 - iii. In a professional capacity that will or might appear to influence or affect the carrying out of duties as a Board member, Committee member, staff person, representative or decision maker of Boxing Canada.
- f) Use Boxing Canada property, equipment, supplies or services of consequence for activities not associated with the discharge of official duties with Boxing Canada.
- g) Places themselves in a position where they could influence decisions or contracts from which they could derive any direct or indirect benefits or interest.
- h) Accept any gift that could reasonably be constructed as being given in anticipation or recognition or of special consideration by the Board of Directors, Committee Members, staff, representatives and decision makers of Boxing Canada.

4. Procedure for Disclosure

- a. Individuals who are elected, appointed or hired to positions within Boxing Canada, will disclose their potential conflict in the following manner:
 - Whenever a Board Member, Committee member, staff person, representative or decision maker considers that he or she could be, or could potentially be, in a conflict of interest as defined within this policy, he or she shall disclose this conflict to the Chair immediately.
 - Any other Board member, Committee member, staff person, representative or decision maker of Boxing Canada who feels that a member, Committee member,

staff person, representative or decision maker of Boxing Canada is in a conflict of interest, may report the matter to the Chair at any time.

- b. If Board members, Committee member, staff person, representative or decision maker of Boxing Canada is in doubt as to whether or not conflict of interest situations exist, he or she should provide disclosure to the Chair immediately.

5. Procedure following disclosure

Once a Board member, Committee member, staff person, representative or decision maker of Boxing Canada has provided disclosure of a conflict of interest with respect to a particular matter to be considered or decision to be made, the following principles shall apply:

- a. The individual in conflict of interest may not participate in discussion of this matter as an advocate on his or her own behalf, either formally at the meeting or informally through private contact, communication or discussion, unless such participation is approved by a majority vote of the directors or Committee Members.
- b. Except where participation in discussion has been properly approved as per section 5(a), a Board member, Committee member, staff person, representative or decision maker of Boxing Canada shall not be present at that portion of a meeting when the matter in which they have an interest is considered.
- c. The individual in a conflict of interest shall not participate in any vote on the matter.

Documentation relating to conflict of interest situations shall be recorded in the Minutes of the Board of Directors and all Committees of Boxing Canada. Conflicts that are reported and recorded will be communicated to the membership of Boxing Canada through the publication of these Minutes.

6. Sanctions for failing to adhere to this policy

In the event that a Board member, Committee member, staff person, representative or decision maker of Boxing Canada fails to disclose a conflict of interest, or once disclosed fails to adhere to the provisions of this policy relating to the procedures to be followed after disclosure, the matter will be referred to Boxing Canada Ethics Committee.

The Ethics Committee will review the situation, if required will convene a hearing with the individual who is alleged to have failed to adhere to this policy, and will make a recommendation to the Board of Directors as to its findings and any appropriate sanction. The final decision regarding a breach of this policy rests with the Board of Directors.

In investigating the matter, convening a hearing, recommending sanctions, and deciding the outcome of any breach of this policy, both the Ethics Committee and the Board of Directors will respect the principles of procedural fairness.