

Justin Youth Sports Association Conflict of Interest Policy

Defined - A conflict of interest is a personal interest or relationship that conflicts with the faithful performance of official duty. A conflict of interest occurs when an individual's personal interests, family, friendships, financial, or social factors could compromise his or her judgment, decisions, or actions in their role in the organization.

** Justin Youth Sports Association referred here in as JYSA*

JYSA is a nonprofit, tax-exempt organization, which is organized, and overseen by volunteers. Maintaining its tax-exempt status is crucial to its continued success and financial stability. All aspects of JYSA must be conducted in compliance with state, federal and local laws, regulations, and authorities. Being focused on youth sports, the organization also depends on the public trust, and maintaining the support of the general community.

JYSA Board of Directors, voting members and coaches have a fiduciary relationship to the organization, to each other, and to all participants in JYSA programs. This fiduciary relationship imposes on the Board of Directors, voting members and coaches certain duties, including a duty of loyalty, the duty to act in good faith and in the best interest of JYSA.

The Board of Directors, voting members and coaches must administer the affairs and conduct the activities of JYSA honestly and wisely by exercising their best care, skills, and judgment for the benefit and interest of JYSA.

The Board of Directors, voting members and coaches shall disclose actual or potential conflicts of interest to the Board President and EVP. Disclosure of a potential conflict of interest does not make it an actual conflict but may help eliminate the perception of one. Disclosure of an actual conflict of interest does not remove the conflict but allows it to be properly addressed. An email disclosure should be sent to President@jysa.info and EVP@jysa.info whom will then bring it before the executive board for review. Any disclosure will be confidentially reviewed and responded to promptly.

Actual or perceived conflicts can include but not be limited to these examples:

- 1) Soliciting payment or compensation of any kind for performing any role, activity or action that is related to JYSA operations.
- 2) Using a position within JYSA, its resources, or equipment for any purpose other than to benefit JYSA.
- 3) Using a position with JYSA, its resources, or equipment for personal benefit.
- 4) Acting in or a role which the Board of Directors reasonably determines to constitute a conflict of interest within JYSA.

Failure to disclose actual or potential conflicts of interest may result in action(s) up to and including, revocation of membership in JYSA, prohibition from participation as a member of the Board of Directors, as a coach, or in any other official volunteer position within the organization.

A voting member shall recuse him or herself from voting on association business that represents a conflict of interest, or in which they have any personal interest.

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