



BC Amateur Baseball Association

#310 – 15225 104th Avenue, Surrey, BC V3R 6Y8

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Conflict of Interest Policy

(1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. The purpose of this policy is to define and manage conflicts of interest within the organization.

(2.0) Application

This policy applies to individuals hired, appointed, or elected to roles within Baseball BC, including but not limited to, employees, staff, coaches, volunteers, and members of the Board of Directors.

(3.0) Definition

A conflict of interest is defined as a situation where an individual has a competing personal interest that conflicts, or may reasonably be seen to conflict, with the interests of Baseball BC. Real and perceived conflicts of interest are of equal concern.

Conflicts of interests can arise from personal friendships, economic interests, from membership in organizations, and from other types of relationships.

Given the interconnectedness of the baseball community, Baseball BC recognizes that all conflicts of interest are not necessarily problematic or avoidable. It is also recognized that many members of the Board of Directors, represent member organizations and as such, represent and advocate for the interests of their organization.

(4.0) Duty to Report

Individuals are expected to report any real or perceived conflicts of interest to the president who shall keep a record of such reports.

A conflict of interest must be declared when there is a direct or indirect material interest in a contract or transaction with the society or a matter for consideration by the board. A "material interest" is an interest that is not insignificant and could reasonably be considered to affect a person's decision-making.



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(5.0) Expectation

Baseball BC expects all employees, staff, coaches, volunteers, and members of the Board of Directors to act in the best interest of the organization.

(6.0) Avoiding Conflict of Interest

To avoid conflicts of interest, individuals, as defined in section 2.0:

- May not have direct or indirect interests of any nature that conflict with the discharge of their duties.
- Shall not accept or solicit any personal gift, favour, or service that might influence the individual in discharging their duties.
- Shall not disclose information acquired conducting business for Baseball BC for personal gain or benefit.
- Shall not transact any business, in their official capacity with Baseball BC, with any organization or business of which the participant is an officer, agent, or member in which they own a substantial interest.