



Conflict of Interest Policy

Introduction

Purpose: The purpose of this Conflict of Interest Policy is to ensure that the operations and decisions made by the World Dodgeball Association (WDA) and its members are conducted with the highest level of integrity and transparency. This policy provides a framework for identifying, managing, and addressing potential conflicts of interest in the sport of dodgeball at an international level.

Scope: This policy applies to all members of the WDA, including but not limited to the Board of Directors, Ethics Committee members, staff, volunteers, and any other individuals or organizations directly or indirectly involved in the governance, management, or operations of the World Dodgeball Association.

Definition of Conflict of Interest: A conflict of interest arises when an individual's personal, professional, or financial interests interfere with their ability to make impartial decisions or carry out their duties in the best interests of the WDA. This includes any situation where an individual's private interests (financial, familial, or otherwise) could influence, or appear to influence, their decision-making and behaviour in the context of their role with the WDA.

Types of Conflicts:

1. **Financial Conflicts of Interest:** Involvement in financial transactions that may affect or be affected by the WDA's operations, such as personal investments or relationships with sponsors, vendors, or other partners.
2. **Personal Conflicts of Interest:** Situations in which personal relationships, such as those with family members or friends, could influence decisions made on behalf of the WDA.
3. **Professional Conflicts of Interest:** Having competing professional roles that may impair an individual's ability to act in the best interest of the WDA.
4. **Conflict of Duty:** A situation in which an individual has competing obligations, including duties to the WDA and another organization or entity.

Responsibilities of WDA Members: All WDA members, including Board members, staff, and volunteers, have the responsibility to:

- Disclose any actual or potential conflict of interest, whether direct or indirect, in a timely manner.
- Refrain from participating in decision-making processes or discussions where a conflict of interest may arise.
- Adhere to this policy to ensure transparency and accountability in the decision-making process.

Conflict of Interest Reporting Process:

1. Initial Reporting:

- If a WDA member believes they have a potential or actual conflict of interest, they must notify the WDA Ethics Committee in writing as soon as possible. The written notification should include a clear description of the potential conflict, including the nature of the conflict, parties involved, and any relevant details that may help assess the situation.
- The member must also disclose any financial or personal interests they may have in the matter under consideration by the WDA.

2. Ethics Committee Review:

- Upon receipt of the written report, the Ethics Committee will review the disclosed conflict of interest. The Committee may request further information or clarification from the reporting individual or any other involved parties.
- The Ethics Committee will evaluate the situation based on the principles of fairness, transparency, and impartiality. They may recommend actions to mitigate or resolve the conflict, including recusal from decision-making processes or the establishment of a more transparent process for decision-making.

3. Decision and Communication:

- After reviewing the conflict of interest, the Ethics Committee will make a determination regarding whether a conflict exists and the appropriate steps to resolve it.
- The Ethics Committee will communicate their decision to the affected individual and other relevant parties within the WDA. This communication will include the steps taken to resolve the conflict, whether the individual may continue to participate in the decision-making process, or if any additional measures need to be implemented to prevent or mitigate the conflict.

4. Monitoring and Follow-Up:

- The Ethics Committee will continue to monitor the situation and ensure that the conflict is managed appropriately. The individual involved must continue to inform the Committee of any changes in circumstances that could affect the status of the conflict.
- If new conflicts arise, they should be reported in the same manner for review and resolution.

Ethics Committee Role: The Ethics Committee will consist of impartial individuals who are not directly involved in the decision-making process being reviewed. The Committee will:

- Ensure that the WDA adheres to its ethical standards and handles conflicts of interest with fairness and transparency.
- Provide guidance on complex or ambiguous conflicts of interest.
- Ensure that all WDA members understand their responsibilities and obligations to disclose conflicts.

Sanctions for Non-Disclosure or Mismanagement of Conflicts: Failure to disclose a conflict of interest or to comply with this policy may result in disciplinary action, including but not limited to:

- A formal warning or reprimand.
- Removal from decision-making roles.
- Suspension or termination of membership with the WDA.

Conclusion: The WDA is committed to maintaining the highest ethical standards in the sport of dodgeball. By promoting transparency and accountability, we ensure that all decisions made by the World Dodgeball Association are free from bias or improper influence. The reporting mechanism allows for swift identification and resolution of conflicts of interest to maintain the integrity of the organization.

Effective Date: This Conflict of Interest Policy will take effect immediately upon approval by the World Dodgeball Association Board of Directors and Ethics Committee.