



Conflict of Interest Policy

- 1.1 Obligations:** Any real or perceived conflict, whether pecuniary or non-pecuniary, between a FAST Member's interest and the interests of FAST, must at all times be resolved in the interests of FAST.
- 1.2** For the purpose of this part of the Conflict of Interest Policy, "member" includes members of the Board of Directors, coaches, members of any FAST committee that reports to the Board of Directors and FAST volunteers.
- 1.3** FAST Members will not:
- a) Engage in any business or transaction, or have a financial or other personal interest that is incompatible with their official duties with FAST, unless such business, transaction or other interest is properly disclosed to FAST and approved by FAST Board of Directors.
 - b) Knowingly place themselves in a position where they are under obligation to any person who might benefit from special consideration, or who might seek, in any way, preferential treatment.
 - c) In the performance of their official duties, accord preferential treatment to family members, friends or colleagues, or to organizations in which their family members, friends or colleagues have an interest, financial or otherwise.
 - d) Derive personal benefit from information that they have acquired during the course of fulfilling their official duties with FAST, where such information is confidential or is not generally available to the public.
 - e) Use FAST property, equipment, supplies or services for activities not associated with the performance of official duties with FAST without the permission of FAST.
 - f) Place themselves in positions where they could, by virtue of being a FAST Member, influence decisions or contracts from which they could derive any direct or indirect benefit or interest.
 - g) Accept any gift or favour that could be construed as being given in anticipation of, or in recognition for, any special consideration granted by virtue of being a FAST Member.
- 1.4** Disclosure of Conflict of Interest:
- a) A FAST Member will disclose a conflict of interest or potential conflict of interest to the FAST Board of Directors immediately upon becoming aware that there exist real or perceived conflicts of interest to be dealt with in accordance with the terms of this policy.
 - b) Any person who is of the view that a FAST Member may be in a position of conflict of interest may report this matter in writing to the FAST Board of Directors to be dealt with in accordance with the terms of this policy.
 - c) Where a member is engaged in a decision or transaction that may involve a conflict of interest or perceived conflict of interest with his or her duties as a member, he or she will disclose the conflict of interest or perceived conflict of interest to the Executive Committee of the Board of Directors.
 - d) Any determination as to whether there is a conflict of interest for the member will rest solely with the Board of Directors.

e) Where a conflict of interest or perceived conflict of interest has been found to exist, then, at the earliest convenience:

i. It will be recorded in a motion to the Board of Directors. The motion will set out, as fully as possible the nature of that member's conflict of interest together with the intention that FAST will disclose it to the body that is considering or making the decision that is the subject of the conflict of interest.

ii. In no case may the member who is subject to the motion and a member of the Board of Directors vote on it or be considered in determining whether a quorum of the Board of Directors is present, although he or she may be invited to provide information by speaking to the motion.

iii. Disclose the conflict of interest of the member to the body that is considering or making the decision.

1.5 Enforcement: Failure to adhere to this Policy may give rise to discipline in accordance with SWIM NB Discipline Policy