



MANITOBA SOCCER ASSOCIATION POLICIES AND ADMINISTRATIVE PROCEDURES



CONFLICT OF INTEREST POLICY

STATEMENT

The Manitoba Soccer Association (MSA) is committed to having its directors, officers, employees, and members of committees of the MSA be bound to act honestly, and in good faith, and in the best interests of the Association. Consistent with such standards of conduct, conflicts of interest and the appearance of conflicts of interest are to be avoided where possible and acted upon openly and appropriately when encountered.

ADMINISTRATIVE PROCEDURES

The purpose of this policy is to describe how members of the Manitoba Soccer Association will conduct themselves in matters relating to conflicts of interest and to clarify how the Manitoba Soccer Association will make decisions in situations where conflicts of interest may exist.

1. A conflict of interest is a situation in which directors, officers, employees, and members of committees of the Manitoba Soccer Association have, in relation to matters coming before the Association, a private or personal interest sufficient to influence or to appear to influence the objective and open-minded exercise of their function as a member of the Association.

The circumstances giving rise to a conflict of interest need not involve only a director, officer, employee, or committee member, but may also involve the interest of a person having close family ties to these persons or be a friend or a business associate.

2. The Manitoba Soccer Association is incorporated under the Manitoba Corporations Act and is governed by the Act in matters involving a real or perceived conflict between the personal interests of a director, officer, employee, member of committees or other individual involved in decision-making or decision-influencing roles and the broader interests of the Association. Under the Act, any real or perceived conflict, whether pecuniary or non-pecuniary, between a director's, officer's interest and the interest of the Manitoba Soccer Association must at all times be resolved in favour of the Association.



MANITOBA SOCCER ASSOCIATION POLICIES AND ADMINISTRATIVE PROCEDURES



3. Directors, officers, employees, and members of committees shall not allow their loyalty to the Manitoba Soccer Association to be compromised by their relationship to, or involvement in, another organization. The fact that these persons owe a duty of loyalty to another organization as well as to the Manitoba Soccer Association cannot in itself be considered a conflict of interest, provided always that the individual in question keeps an open mind, and is left free to exercise and does exercise their judgment, take a position, or cast a vote, that they believe to be in the best interests of the Manitoba Soccer Association.
4. In addition to fulfilling all requirements of the Manitoba Corporations Act, the Manitoba Soccer Association and its Representatives shall also fulfill the additional requirements of this policy. Representatives of the Manitoba Soccer Association shall not:
 - a. Exploit their positions within the Manitoba Soccer Association to derive a personal profit from the activities of the Association;
 - b. Exploit their positions within the Manitoba Soccer Association to lever for themselves a personal profit, advantage or position of prestige;
 - c. Accept any gift in cash or in kind from persons doing or seeking to do business with the Manitoba Soccer Association except as may be of a personal nature and nominal value;
 - d. Gain information of a confidential nature from involvement in the work of the Manitoba Soccer Association except for the proper purposes of advancing the interests of the Association;
 - e. In the performance of their official duties, accord preferential treatment to family members, friends or colleagues or to organizations with which such persons have an interest, financial or otherwise;
 - f. 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;
 - g. Engage in any outside work, activity or business or professional undertaking that conflicts or appears to conflict with their official duties as a representative of the Manitoba Soccer Association or in which they have an advantage or appear to have an advantage on the basis of their association with the Association;



MANITOBA SOCCER ASSOCIATION POLICIES AND ADMINISTRATIVE PROCEDURES



work contemplated in their employment agreement with the Association. Any determination as to whether there is a conflict of interest will rest solely with the Manitoba Soccer Association and where a conflict of interest is deemed to exist, the employee will resolve the conflict by ceasing the activity giving rise to the conflict.

10. Failure to adhere to this policy may give rise to discipline in accordance with the Manitoba Soccer Association's Discipline policy.

APPROVED BY: Manitoba Soccer Association Board of Directors

DATE OF APPROVAL: January 23, 2024