



Ontario Women's Hockey Association Conflict of Interest Policy

1. PURPOSE

- 1.1 The Ontario Women's Hockey Association (OWHA) has established values, code of conducts and organizational expectations within its policies that it expects of the Associations that choose to be members of the OWHA Members and those that are charged with the responsibility of operating those Associations as their Association Officials.
- 1.2 The OWHA respects the role of its Members and the individuals who serve in Official and Leadership positions within OWHA sanctioned programming. Once approved as part of OWHA, Associations, Teams and individuals are expected to conduct themselves in a manner that aligns with the best interests of the OWHA and is consistent with our values, codes of conduct, and organizational expectations.

2. DEFINITIONS

- 2.1 Capitalized definitions within this policy are noted.
- 2.2 **Association Officials** - The directors, officers and leadership staff as designated for each Season by the Association/Team in writing to, and in the manner and at the time prescribed by, the OWHA and shall also include any other official of the Association/Team designated in writing to and accepted by the OWHA or submitted to the Government of Ontario for government compliance.
- 2.3 **Leadership Position** – inclusive of but not limited to specific titles: Team Officials, On-Ice Officials, third party instructors or others that operate as a leader or operator of or within an Association.
- 2.4 **“Non-Sanctioned Programming”** includes all programming that is not sanctioned and covered under Hockey Canada through the OWHA.
- 2.5 **“Non-Sanctioned Team”** includes Teams that are formed for the purpose of participation during the period of September through April that are not sanctioned by the OWHA.

3. TRANSPARENCY

- 3.1 Association Officials and individuals in Leadership Positions within the OWHA are required to comply with all By-Laws, Regulations and Policies.

4. CONFLICT OF INTEREST

- 4.1 A Conflict of Interest exists when an individual who is an Association Official or holds a Leadership Position within the OWHA, an OWHA Member, or an OWHA-sanctioned Association/Team/Program simultaneously operates in, is employed by, contracts with, owns, manages, advises, or holds any leadership, governance, or operational role in a Non-Sanctioned Program or Non-Sanctioned Team, or in any organization or program that competes with OWHA-sanctioned programming for participants, teams, events, revenue, or influence.
- 4.2 Such a conflict exists whether the role is paid or unpaid, and whether the conflict is actual, potential, or reasonably perceived, including circumstances where the individual's dual involvement:
 - 4.2.1 Creates divided loyalties or competing duties;
 - 4.2.2 Enables the individual to direct, solicit, influence, or divert participants, resources, or opportunities away from OWHA-sanctioned programming;
 - 4.2.3 Solicits players to a divided loyalty; or
 - 4.2.4 Undermines the OWHA's values, transparency obligations, or organizational expectations.
- 4.3 For clarity, operating in two organizations at the same time includes holding any Association Official or Leadership Position within an OWHA-sanctioned Association while concurrently holding any role (including but not limited to ownership, management, coaching, instruction, officiating, administration, consulting, or program delivery) in a Non-Sanctioned Program or Non-Sanctioned Team during the same season or operating period.

5. IMPLICATIONS OF VIOLATING CONFLICT OF INTEREST

- 5.1 Association Officials and individuals in Leadership Positions, within the OWHA that violate the principles of this OWHA Conflict of Interest Policy will be subject to immediate dismissal from participation in OWHA Programming for the season.
- 5.2 Extreme violations may include sanctions or fines to the Association/Team/Program for non-compliance of Association Officials that flagrantly violate the OWHA Conflict of Interest Policy.

See also OWHA Non-Sanctioned Policy – Effective June 3, 2026