

CONFLICT OF INTEREST Policy and Statement

Rowlett Youth Soccer Association (RYSA) recognizes that to fulfill its responsibilities to its members and to the public at large, it is dependent upon the dedication of the Board of Directors, its officers, employees and staff, all members of committees, all other representatives, and its volunteers. Because one aspect of determining qualifications of each of these individuals is the avoidance of conflicts of interest, the following policy has been adopted.

A conflict of interest is defined as any relationship in which a person receives compensation, remuneration, or other tangible benefits from any individual or entity that does business with and has an interest in the policies, decisions or operations of RYSA that could influence or be perceived to influence the person's objectivity in any decision-making process involving policies, decisions or operations.

In general, RYSA expects every person to be constantly aware of the dangers inherent in situations that give rise to conflict of personal interests with those of RYSA. Although complete avoidance of all conflicts of interest is not always possible, RYSA expects the kind of loyalty and ethical consciousness that will motivate an individual to recognize situations and circumstances that could produce a conflict. All individuals should avoid any actions that might result in or create the appearance of:

- using association with RYSA for private gain;
- granting by RYSA of unwarranted preferential treatment to any person or organization;
- using RYSA's confidential information for financial or personal gain;
- compromising RYSA's independence or impartiality;
- adversely affecting public confidence in the integrity or the reputation of RYSA; or
- Endangering life, health or safety.

Consequently, RYSA representatives shall refrain from engaging in any transaction with or on behalf of RYSA in any type of situation in which such individual has a duty to protect RYSA's interest therein and a simultaneous opportunity to realize a personal gain or benefit.

Additionally, no person shall accept or engage in any activity, business or employment that will conflict with RYSA's interest or diminish the ability of the individual to render to RYSA full, loyal and undivided service.

Finally, participants shall at all times avoid not only actual conflicts of interest but also the appearance of a conflict of interest. The appearance of a conflict can be as damaging as an actual conflict. Each individual is encouraged to develop and maintain an attitude of awareness of those situations in which an appearance of conflict might arise.

If a conflict of interest should arise, each and every individual has the responsibility to take necessary action to inform the President, who shall inform the Board of Directors about the conflict, and to avoid any participation in decision making regarding the action. When there is a doubt whether a conflict of interest exists, the matter shall be resolved by the Board of Directors.

Initials: _____

Should any member of the Board be in this circumstance, he or she shall excuse himself or herself from the decision and report on doing so to the President.

Additional examples of actual or potential conflicts of interest:

- direct (and at times indirect) personal involvement with licensees, suppliers, service providers, sellers, contractors, and customers of RYSA;
- ownership of an interest or any financial interest, direct or indirect, in such an entity, including personal or familial employment;
- acting in any capacity in such an entity;
- acceptance of payments, services, property, loans, or any financial interest, direct or indirect, from such an entity;
- ownership of property or any financial interest, direct or indirect, affected by actions of RYSA;
- ownership of property or any financial interest, direct or indirect, acquired as a result of RYSA's confidential information;
- outside employment or any interest, direct or indirect, which might impact job performance or efficiency;
- outside activities or any interest, direct or indirect, in civic, professional or political organizations which might involve improper and unauthorized divulging of RYSA data; and use of his or her position at RYSA to extend an offer of employment to a spouse, family member, or business associate.

This policy applies to the full North Texas State Soccer Association, Inc. organization and all Directors and Employees of RYSA shall complete the below form annually in accordance with this Policy.

Please disclose and list any existing or potential conflicts that you may have with RYSA and/or its operations: (use a separate sheet if necessary)

I acknowledge that I have been given a copy of the RYSA Conflict of Interest policy, that I have read it, and that I understand its terms and procedures. Further, I agree to abide by it.

Signature: _____

Date: _____

Printed name: _____

Position: _____