

POMPERAUG YOUTH BASEBALL, INC.
POLICY ON CONFLICTS OF INTEREST
AND DISCLOSURE OF CERTAIN INTERESTS

WHEREAS, the relationships of the President, members of the Board of Directors, volunteers, and all other persons having administrative responsibilities with Pomperaug Youth Baseball, Inc. (hereinafter "PYB") carry with them a requirement of loyalty and fidelity; and

WHEREAS, it is the responsibility of such persons to administer PYB affairs honestly and economically, exercising their best care, skill, and judgment for the benefit of PYB; and

WHEREAS, it is also the responsibility of the President to make full disclosure of any interest that might result in a conflict on his/her part, and the Board of Directors makes a like requirement of all persons with administrative responsibilities, and forbids any material conflict of interest on the part of such persons except that the provisions of this paragraph shall not apply to services rendered to patients by physicians in the regular and ordinary course of the private practice of medicine;

WHEREAS, it is deemed to be timely and appropriate to adopt a policy on conflicts of interest for the guidance of all person so as to ensure adherence to the aforementioned policy and avoidance of conflicts of interest;

NOW, THEREFORE, BE IT RESOLVED: That the following policy on conflicts of interest is hereby adopted and agreed upon by the Board of Directors:

1. The President, members of the Board of Directors and all persons with the administrative responsibilities shall exercise the utmost good faith in all transactions touching upon their duties to PYB and its property. In their dealings with and on behalf of PYB, they shall be held to a strict rule of honest and fair dealing between themselves and PYB. They shall not use their positions or knowledge gained there from, so that a conflict might arise between the interest of PYB and that of the individual.
2. All acts of such persons shall be for the best interest of PYB.
3. Such persons shall not accept any gifts, favors, or hospitality that might influence their decision-making or actions affecting PYB.
4. Although it is recognized that a degree of duality of interest may exist from time to time, such duality shall not be permitted to influence adversely the decision-making process of PYB. To this end, any person subject to this policy shall promptly report the possible existence of a conflict of interest for him/her self or any other person subject to this policy. The report shall be made to the President.
5. As it is deemed to inherently have the appearance of a conflict of interest, no person may be a member of the Board of Directors nor an officer of the Corporation if he or she has a child between the ages of five (5) and fifteen (15) years of age and that child is participating in a baseball program that is not either a Pomperaug Youth Baseball program or a school program.

A full disclosure of all facts pertaining to any transaction that is subject to any doubt concerning the possible existence of a conflict of interest shall be made before consummating the transaction.

Pursuant to this resolution, please inform the PYB President if you have any conflict of interest as herein described. Please be assured that the disclosure requirements are intended to provide us with a systematic and ongoing method of disclosing and ethically resolving potential conflicts of interest.

To assist in your review, we wish to point out that a conflict of interest can be considered to exist in any instance where the actions or activities of an individual on behalf of the institution also involve the obtaining of an improper gain or advantage, or an adverse effect on interests. Conflicts of interest also can arise in other instances. Although it is impossible to list every circumstance giving rise to possible conflict of interest, the following will serve as a guide to the types of activities that might cause conflicts and that should be fully reported to

1. Gifts, Gratuities and Entertainment

To accept gifts, excessive entertainment, or other favors from any outside concern that does, or is seeking to do, business with, or is a competitor of, PYB under circumstances from which it might be inferred that such action was intended to influence or possibly would influence the individual in the performance of his/her duties. This does not include the acceptance of items of nominal or minor value that are clearly tokens of respect or friendship and not related to any particular transaction or activity of PYB.

2. Inside Information

To disclose or use information relating to PYB business for the personal profit or advantage of the individual or his/her immediate family.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. It should be particularly noted that the disclosure relates not only to yourself, but also to your immediate family.

I have read the above statements and I agree with the Conflict of Interest policy.

Date

Adopted by PYB Board of Directors
November 7, 2021