

Marlton Recreation Council

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VOLUME TITLE: ADMINISTRATION	REFERENCE:
ISSUED BY: PRESIDENT WALT MILLER	# OF PAGES: 2
SUBJECT: CONFLICT OF INTEREST	
EFFECTIVE DATE: SEPTEMBER 30, 2019	
LAST REVISED:	
APPLICABILITY: ALL MRC SPORTS	SUPERSEDES:
The Written Policies developed by the Marlton Recreation Council are intended to provide a system for the orderly operation of youth sports, and do not enlarge any MRC member's civil or criminal liability in any way. They should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of Written Polices can only be the basis of an internal complaint against any member of the MRC, and then only in conjunction with disciplinary action.	

PURPOSE: To provide guidelines to prevent anyone in the Marlton Rec Council from having a conflict of interest between their interests within the Marlton Rec Council and any outside interest.

POLICY: The Marlton Rec Council recognizes that their operations are facilitated through volunteers who have outside interests in their personal and/or professional lives. This policy is intended to protect the interest of the Marlton Rec Council and to provide an environment that does not present or facilitate any conflicts between MRC interests and those who volunteer or are employed within the organization.

PROCEDURE:

I. DEFINITIONS

- A. All volunteers and employees in the Marlton Rec Council are expected to observe the highest standards of business ethics in their professional or volunteer role within the Marlton Rec Council. Volunteers and employees are expected to devote their best efforts to the interests of the Marlton Rec Council.
- B. CONFLICT OF INTEREST: A potential or actual conflict of interest occurs whenever an employee or volunteer, is in a position to influence a Marlton Rec Council decision that may result in a personal financial gain for the employee, volunteer or an immediate relative including a spouse or significant other, child, parent, stepchild, sibling, grandparents, parent-in-law, son/daughter-in-law, grandchildren, niece, nephew, uncle, aunt, or any person related by blood or marriage residing in an employee's household.
- C. Outside Activities: The Marlton Rec Council recognizes that employees and volunteers engage in outside activities that are private in nature and unrelated to Marlton Rec Council business. However, business dealings that appear to create a conflict between the employee's or volunteer's outside activities and those of the Marlton Rec Council must be disclosed to the Marlton Rec Council's Executive Board.

II. DISCLOSURE REQUIREMENTS

- A. Employees, Trustees, Executive Board Members, Sports Commissioners, Sports Board Members, or any volunteer who has the ability to make financial decisions on behalf of the Marlton Rec Council shall disclose any and all conflicts of interest in writing to the President of the Marlton Rec Council. The President of the Marlton Rec Council shall review self-reported potential conflict with the MRC Executive Board to determine if a conflict of interest exists.
- B. If the MRC Executive Board determines that a conflict of interests exists, they will put provisions in place to eliminate the conflict of interest, to include removing the person having the conflict from the ability to vote on the issue of conflict and will act as a secondary approval to ensure the decision of potential conflict is reviewed by the MRC Executive Board to eliminate the actual or perceived appearance of a conflict.

III. RECEIPT OF BENEFITS OR GIFTS

- A. Employees, Trustees, Executive Board Members, Sports Commissioners, Sports Board Members, or any volunteer who has the ability to make financial decisions on behalf of the Marlton Rec Council may not accept donations, gratuities, contributions or gifts that could be interpreted to affect their Marlton Rec Council duties.
- B. Under no circumstances may an Employees, Trustees, Executive Board Members, Sports Commissioners, Sports Board Members, or any volunteer who has the ability to make financial decisions on behalf of the Marlton Rec Council accept donations, gratuities, contributions or gifts from a vendor doing business with or seeking to do business with the MRC or any person or firm seeking to influence MRC decisions.
- C. Meals and other entertainment that is trivial in value are valid. If there is a question on whether a meal or other entertainment is trivial, that question should be directed to the President of the Marlton Rec Council.
- D. Employees, Trustees, Executive Board Members, Sports Commissioners, Sports Board Members, or any volunteer who has the ability to make financial decisions on behalf of the Marlton Rec Council are required to report to the President of the Marlton Rec Council any offer of a donation, gratuity, contribution or gift including meals and entertainment that is in violation of this policy.