



Conflict of Interest Policy

This policy was approved by the Board of Directors on June 10, 2026.

1. Purpose

London Volleyball Club (LVC), hereafter the Association, is committed to the highest ethical standards in ensuring our members conduct themselves with personal integrity, honesty, and diligence in performing their duties. Individuals who act on behalf of the Association have a duty first to the Association and its members, and second to any personal stake they have in the operations of the Association.

As this policy cannot contemplate all situations in which conflicts of interest may arise, individuals are to use their best judgment to ensure that they deal with actual, potential, and perceived conflicts of interest appropriately. It is equally important for individuals to monitor perceptions of conflict of interest that could damage the Association's reputation.

This policy sets out, in addition to the statutory requirements of section 41 of the Not-for-Profit Corporations Act, 2010 respecting disclosures of conflict of interest, additional expectations and requirements of individuals entrusted with decision-making authority within the Association, where facts and circumstances may cause a real or perceived conflict of interest.

This policy applies to all individuals who, at any given time, are granted the authority to make decisions on behalf of the Club.

2. Definitions

- a) Association: London Volleyball Club (LVC).
- b) Board: The duly appointed board members of LVC.
- c) Committee: Any committee or group appointed by the Board of Directors of London Volleyball Club.
- d) Conflict of Interest: Any situation in which an individual's decision-making, which should always be in the best interest of the Association, is influenced or could be influenced by competing personal, family, financial, business, or other private interests.
- e) Individual(s): Refers to all categories of members defined in the Association's by-laws, as well as to all people employed by, contracted by, or engaged in activities with or on behalf of the Association, including but not limited to employees, contractors, athletes, coaches, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers.
- f) Non-Pecuniary Interest: An interest that an individual may have in a matter that might involve family relationships, friendships, volunteer positions, or other interests that do not involve the potential for financial gain or loss.
- g) Pecuniary Interest: An interest that an individual may have in a matter due to the reasonable likelihood or expectations of financial gain or loss for that individual, or another person with whom that individual is associated.
- h) Perceived Conflict of Interest: The perception by an informed person that a Conflict of Interest exists or may exist.

3. Policy Statement

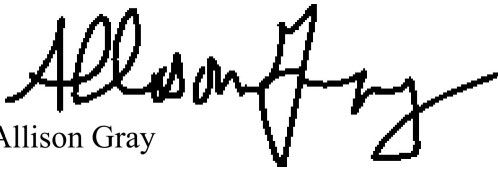
- a) The Association recognizes that active club executives, coaches, athletes, and officials on committees have an inherent non-pecuniary interest, given their positions. This does not disqualify them from acting in their capacity as such, as long as their degree of influence is mitigated by the decision-making process and adheres to the following Dual Oversight Statement:
 - i) London Volleyball Club will operate under dual oversight. As such, no decisions involving fees, programming, or personnel, will be made by one person alone.
 - 1) Financial decisions will be made by the Executive Director in consultation with the Club Treasurer and Board of Directors.
 - 2) Program decisions will be made by the Executive Director in consultation with the Management Committee and Board of Directors.
 - 3) Personnel decisions will be made by the Executive Director in consultation with the Management Committee and/or Board of Directors.
- b) Any real or perceived conflict of interest, whether pecuniary or non-pecuniary, between an individual's personal interest and the interests of the Association, shall always be resolved in favour of the Association.

4. Prohibitions and Obligations

- a) Individuals representing the Association shall not:
 - i) engage in any outside work, activity, business, or professional undertaking that conflicts or appears to conflict with their official duties as a representative of the Association, or in which they have an advantage or appear to have an advantage on the basis of their involvement with the Association, unless such conflict or apparent conflict is properly disclosed to the Board of Directors of the Association and approved by them;
 - ii) knowingly place themselves in a position where they are under obligation to any person who might benefit from special consideration or who might seek preferential treatment from them or the Association;
 - iii) exploit their positions within the Association to derive a personal profit from the activities of the Association;
 - iv) exploit their positions within the Association to lever for themselves a personal profit, advantage, or position of prestige;
 - v) in the performance of their official duties, give preferential treatment to family members, friends, colleagues, or organizations in which their family members, friends, or colleagues have an interest, whether pecuniary or non-pecuniary;
 - vi) derive personal benefit from information that they have acquired during the course of fulfilling their official duties with the Association, if such information is not generally available to the public;
 - vii) without the permission of the Association (either Executive Director or Board of Directors), use the Association's property, equipment, supplies, space or services for activities not associated with the performance of their official duties with the Association;
 - viii) place themselves in positions where they could, by virtue of their association with the Association, influence decisions or contracts from which they could derive any direct or indirect benefit;
 - ix) accept any gift or favour that could be construed as being given in anticipation of, or in recognition for, any special consideration granted by virtue of their association with the Association.

5. Declaration of Interest

- a) The Association's directors, officers, employees, and committee members, any individual, upon election or appointment to the Association's Board of Directors or a committee, or upon acceptance of employment in a position with the Association, must complete a Conflict of Interest Declaration Form as provided by the OVA.
 - i) This must be done in order to disclose any and all affiliations with any and all other organizations involved with the Association which may result in, or be perceived to result in a conflict of interest.

A handwritten signature in black ink, appearing to read "Allison Gray". The signature is fluid and cursive, with a long horizontal stroke at the end.

Allison Gray

President
London Volleyball Club

CONFLICT OF INTEREST DECLARATION FORM

As a Director, volunteer, employee, or consultant, you are required to act in the best interests of the London Volleyball Club. However, inevitably, all Directors, volunteers, employees, and consultants have a wide range of interests in private, public, and professional life, and the Association recognizes that these interests might, on occasions, conflict.

Facts or circumstances which have the potential to create a Conflict of Interest between the Association's and your personal interests, financial or otherwise, include but are not limited to:

- Being a Director, member, employee, contractor, administrator or owner/shareholder of an organization that is a member, partner, supplier, service provider or client of the Association;
- Having a close relative who is a Director, member, employee, contractor, administrator or owner/shareholder of an organization that is a member, partner, supplier, service provider or client of the Association.

Please describe below any such relationships, transactions, positions you hold (volunteer or otherwise), or other similar circumstances that could give rise to a potential Conflict of Interest:

- I have no Conflicts of Interest or facts or circumstances to report.
- I have the following Conflict(s) of Interest or facts or circumstances to report: (please list all roles and family-member involvement with the OVA, Team Ontario development programs, member clubs and affiliates):

I hereby:

- Confirm that I have read the Association's Conflict of Interest Policy and I agree to be bound by the obligations contained therein;
- Certify that the information set forth above is true and complete to the best of my knowledge;
- Commit to inform the Review Board immediately of any change to my declaration above;
- Commit to declare, at any relevant times in the exercise of my duties as Director, volunteer, employee, or consultant of the Association, every situation that may arise which would make it inappropriate for me to continue to act in that capacity due to a Conflict of Interest.

Name: _____

Signature: _____

Position/Role: _____

Date: _____