



Mississippi Mills United

MMU Conflict of Interest Policy

Purpose

Mississippi Mills United (MMU) is committed to conducting its activities in an open, fair and transparent manner. This policy is intended to ensure that decisions made on behalf of the Club are made in the best interests of MMU and its members and are not improperly influenced by personal, financial or organizational interests.

Scope

This policy applies to MMU directors, officers, employees and contractors who participate in decisions or activities on behalf of the Club.

Conflict of Interest

A conflict of interest may exist when an individual's personal, financial, professional or organizational interests could influence, or reasonably appear to influence, their ability to act in the best interests of MMU.

A conflict may include situations where an individual:

- Has a financial or personal interest in a business or organization involved in a decision being considered by MMU.
- Has a family or close personal relationship with an individual who may benefit from an MMU decision.

- Receives or may receive a personal benefit as a result of an MMU decision.
- Holds a director, officer, employee or contractor position with another soccer or sport organization that has an ongoing relationship with MMU.
- Has another interest or relationship that could reasonably be perceived as affecting their impartiality.

Disclosure

Individuals must disclose any actual, potential or perceived conflict of interest as soon as they become aware of it.

The disclosure should identify the nature of the conflict and any relevant relationship or interest.

Managing a Conflict

Where a conflict of interest exists, the affected individual must not participate in discussions, recommendations, decisions or votes concerning the matter unless their participation has been specifically authorized after the conflict has been disclosed.

Where appropriate, the individual will leave the meeting or discussion while the matter is being considered.

The disclosure and the manner in which the conflict was addressed will be documented in the applicable meeting minutes or Club records.

Positions with Other Organizations

MMU directors, officers, employees and contractors must disclose any position they hold with another soccer or sport organization that has an ongoing relationship with MMU.

Where such a relationship creates an actual, potential or perceived conflict of interest, MMU will determine whether the relationship can be appropriately managed or whether the individual must withdraw from the relevant MMU decision or activity.

MMU will comply with any additional requirements or approvals established by Eastern Ontario Soccer, Ontario Soccer or Canada Soccer concerning individuals who simultaneously hold positions with related organizations.

Responsibility

All individuals covered by this policy are responsible for identifying and disclosing their own conflicts of interest.

Questions regarding whether a conflict exists should be referred to the President or another MMU director who is not involved in the matter.

Where the President has a conflict of interest, the matter will be handled by another non-conflicted director.

Compliance

Failure to disclose or appropriately manage a conflict of interest may result in removal from the relevant decision-making process and may result in further action by MMU where appropriate.

Review

MMU will review this policy periodically and update it as required to remain consistent with the requirements and policies of Eastern Ontario Soccer, Ontario Soccer and Canada Soccer.