

Tarneit North Football Club Conflict of Interest Policy



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TARNEIT NORTH FOOTBALL CLUB

Conflict of Interest Policy

1. Purpose

Tarneit North Football Club is committed to maintaining integrity, fairness, transparency, and accountability in all club decisions and operations.

This policy outlines the expectations and procedures for identifying, disclosing, and managing conflicts of interest within the club.

2. Scope

This policy applies to:

- Committee members
- Coaches
- Team managers
- Volunteers
- Officials
- Employees and contractors
- Any individual acting on behalf of the club

3. Definition of Conflict of Interest

A conflict of interest occurs when a person's personal, financial, family, business, or other interests could improperly influence, or appear to influence, their decision-making or responsibilities within the club.

Conflicts may be:

- Actual
- Potential
- Perceived

4. Examples of Conflicts of Interest

Examples may include:

- Financial interests in suppliers or sponsors
- Family relationships influencing club decisions
- Personal gain from club opportunities
- Participation in decisions where personal interests exist
- Use of club information for private benefit

5. Responsibilities

Individuals associated with the club must:

- Act in the best interests of the club
- Disclose conflicts of interest as soon as possible
- Avoid improper influence over club decisions
- Behave honestly and transparently
- Follow club governance expectations

6. Disclosure Process

Any actual, potential, or perceived conflict of interest should be disclosed to the committee or appropriate club representative as soon as it becomes known.

Disclosures may be recorded where necessary for governance and transparency purposes.

7. Management of Conflicts

Where a conflict exists, the club may take appropriate action including:

- Restricting involvement in discussions
- Restricting voting or decision-making participation
- Assigning matters to another representative
- Recording the conflict in meeting minutes or registers

8. Confidentiality and Integrity

Individuals must not use confidential club information, resources, or positions for personal benefit or advantage.

9. Breaches of Policy

Failure to disclose or appropriately manage conflicts of interest may result in disciplinary action, including:

- Warnings
- Removal from decision-making processes
- Suspension from duties
- Removal from positions where appropriate

10. Policy Review

This policy may be reviewed and updated periodically to reflect changes in governance standards, club operations, or legal requirements.

