



Policy: 1.2.10 Conflict of Interest
Sub-section: Board of Directors
Date of Last Approval: May 2012
Date of Last Renewal: June 5, 2016

Definitions

1. The following terms have these meanings in this Policy:
 - a. *"Conflict of Interest"* – Any situation in which a Representative's decision-making, which should always be in the best interests of the CPC, is influenced or could be influenced by personal, family, financial, business, or other private interests
 - b. *"Pecuniary Interest"* - An interest that an individual may have in a matter because of the reasonable likelihood or expectation of financial gain or loss for that individual, or another person with whom that individual is associated
 - c. *"Non-Pecuniary Interest"* - An interest that an individual may have in a matter which may involve family relationships, friendships, volunteer positions or other interests that do not involve the potential for financial gain or loss
 - d. *"Representatives"* – Individuals employed by, or engaged in activities on behalf of, the CPC including: staff members, contract personnel, Directors and Officers of the CPC.

Purpose

2. The CPC strives to identify and manage all instances of conflict of interest at the CPC – by being aware, prudent, and forthcoming about the potential conflicts. This Policy describes how Representatives will conduct themselves in matters relating to conflict of interest, and will clarify how Representatives shall make decisions in situations where conflict of interest may exist.
3. This Policy applies to all Representatives.

Obligations

4. Any real or perceived conflict of interest, whether pecuniary or non-pecuniary, between a Representative's personal interest and the interests of the CPC, shall always be resolved in favour of the CPC.
5. Representatives will not:



- a. Engage in any business or transaction, or have a financial or other personal interest, that is incompatible with their official duties with the CPC, unless such business, transaction, or other interest is properly disclosed to the CPC and approved by the CPC
- b. 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
- c. 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, financial or otherwise
- d. Derive personal benefit from information that they have acquired during the course of fulfilling their official duties with the CPC, if such information is confidential or not generally available to the public
- e. Engage in any outside work, activity, or business or professional undertaking that conflicts or appears to conflict with their official duties as a representative of the CPC, or in which they have an advantage or appear to have an advantage on the basis of their association with the CPC
- f. Without the permission of the CPC, use the CPC's property, equipment, supplies, or services for activities not associated with the performance of their official duties with the CPC
- g. Place themselves in positions where they could, by virtue of being an CPC Representative, influence decisions or contracts from which they could derive any direct or indirect benefit
- h. 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 being a CPC Representative

Disclosure of Conflict of Interest

- 6. Representative shall disclose any real or perceived conflicts of interest to the CPC on the attached Declaration Form annually and are required to update that declaration immediately upon becoming aware that a new conflict of interest may exist.
- 7. Representatives shall also disclose any and all affiliations with any and all other organizations involved with para athletes. These affiliations include any of the following roles: athlete, coach, manager, employee, volunteer, staff member, or Owner.



Minimizing Disclosed Conflicts of Interest in Decision-Making

8. Decisions or transactions that involve a conflict of interest that has been proactively disclosed by a CPC Representative will be considered and decided with the following additional provisions:
 - a. The nature and extent of the Representative's interest has been fully disclosed to the body that is considering or making the decision, and this disclosure is recorded or noted
 - b. The Representative does not participate in discussion on the matter
 - c. The decision is confirmed to be in the best interests of the CPC
9. Employees - Reports of potential conflicts of interest involving CPC Employees will be directed to the CPC's CEO who will determine whether there is a conflict and, if one exists, the employee will resolve the conflict by ceasing the activity giving rise to the conflict. The CPC will not restrict employees from accepting other employment contracts or volunteer appointments provided these activities do not diminish the employee's ability to perform the work described in the employee's job agreement with the CPC or give rise to a conflict of interest.
10. Directors/Officers - Reports of potential conflicts of interest involving CPC Directors/Officers will be directed to the CPC Board of Directors who will determine, in the absence of the conflicted Director/Officer, whether there is a conflict and decide the appropriate measures to eliminate the conflict. The Board of Directors may apply the following actions singly or in combination for real or perceived conflicts of interest:
 - a. Removal or temporary suspension of certain responsibilities or decision-making authority
 - b. Removal or temporary suspension from a designated position
 - c. Removal or temporary suspension from certain teams, events and/or activities
 - d. Expulsion from the CPC
 - e. Other actions as may be considered appropriate for the real or perceived conflict of interest

Conflict of Interest Complaints

11. Any person who believes that a Representative has breached this policy or made a decision that was influenced by real or perceived conflict of interest may submit a formal Complaint, in writing, to the CPC CEO or to the Executive Director, Corporate Services, to be handled in accordance with the CPC's *Discipline Policy*.



12. The CPC may determine that an alleged real or perceived conflict of interest is of such seriousness as to warrant suspension of designated activities pending the outcome of the complaint process.

Enforcement

13. Failure to adhere to this Policy may permit discipline in accordance with the CPC's *Discipline Policy*.

14. A Representative who is a CPC Employee may be subject to appropriate disciplinary action per the CPC's Human Resources Policy, as well as the employee's Employment Agreement, if applicable.

RENEWAL AND REVISION

This policy will be reviewed and updated every two years. It may be updated sooner if significant changes in the law, government policy or regulatory requirements, or organizational needs arise.

Date _____