



## **Tahoma Lacrosse Club Conflict of Interest Policy\***

**Adopted by the Board September 11, 2024**

*\*Note this is in addition to the Board Code of Conduct & Ethics signed by all Board members*

The purpose of this policy is to ensure that the decisions and actions of Tahoma Lacrosse Club are made in the best interests of the organization and its members, free from any undue influence or bias resulting from personal relationships.

### **Scope**

This policy applies to all board members involved in the decision-making processes of the Tahoma Lacrosse Club.

### **Disclosure of Conflicts**

All individuals covered by this policy must disclose any personal relationships (that may include other board members, coaches, key volunteers or family members in the club) that could create a conflict of interest.

### **Managing Conflicts of Interest**

All conflicts of interest will be handled in alignment with the Board Code of Conduct & Ethics document.

### **Handling Disclosed Conflicts Involving Family Members**

1. Possible actions to mitigate the conflict may include:
  - o Reassigning responsibilities to another individual
  - o Establishing additional oversight or review mechanisms (such as a sub committee or another board member to handle a specific responsibility)
  - o Seeking external advice or mediation if necessary