

NPower Aurora Volleyball Academy

Conflict of Interest Policy

2026-2027 Season | Approved August 13, 2026

Scope and Standard

- Directors, owners, coaches, staff, contractors, volunteers, selectors and decision-makers must place NPower's legitimate interests and participant safety ahead of undisclosed personal, family, financial, employment, team or outside-organization interests. Both actual and reasonably perceived conflicts are covered.

Disclosure and Management

- Disclose a conflict promptly in writing before discussion or decision. Do not influence the matter, receive confidential materials or vote unless the disinterested decision-maker records a lawful reason.
- Management may include recusal, independent review, competitive quotes, supervision, reassignment, conditions, divestment or ending the conflicting role. The disclosure and decision must be documented.

Specific Risks

- Examples include selecting or disciplining a relative; hiring one's own business; accepting gifts or commissions; using Club information or opportunities personally; undisclosed private coaching arrangements; and involvement with a competing organization that impairs loyalty or confidentiality.
- Reasonable disclosed relationships are not automatically prohibited; concealment, preferential treatment and misuse of authority are.

Complaints and Enforcement

- A concern may be submitted under the Discipline Policy. The affected decision-maker must not control the complaint. Failure to disclose or comply with a management plan may result in discipline.

Annual Declaration

- Name: _____ Role: _____ Interests disclosed (or "none"): _____
Signature: _____ Date: _____

Legal and Governing-Body Priority

- This Policy must be interpreted consistently with applicable federal and British Columbia law and the current bylaws, policies, rules, sanctions and directives of Volleyball BC and Volleyball Canada. If there is a conflict, the higher legal or governing-body requirement prevails to the extent of the conflict.
- Nothing in this Policy waives or limits a right or remedy that cannot lawfully be waived. NPower may amend this Policy when reasonably necessary for safety, legal compliance, insurance or governing-body requirements, with notice where practicable.

Administration

- Policy owner: Club Directors. Questions and notices: npoweraurora@gmail.com. Records will be handled under NPower's Privacy Policy. This Policy is reviewed at least annually and after a material incident or governing-rule change.

- Approved by the Directors/Owners of NPower Aurora Inc. on August 13, 2026. Effective: September 1, 2026. Version: 1.0. Next review: August 2027.