



# New South Wales Ice Skating Assoc Inc

## NSWISA Conflict of Interest Policy

<b>Date Approved:</b>	26/11/2019	<b>Effective Start Date:</b>	26/11/2019
<b>Policy Number:</b>	NSWISA017	<b>Version Number:</b>	1.0
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<b>Related Policies/Procedures/Forms:</b>	ISU Constitution and General Regulations 2018 (particularly Rule 102, Rule 121 & Rule 125) ISU Communication 2215 – ISU Code Of Ethics ISU Communication 2265 – ISU Code Of Ethics – Conflict of Interest ISA By-Laws		

### Introduction

NSWISA aims to provide a safe and fair environment for all Members participating in figure skating activities under its purview. The responsibilities relating to Member Protection in the activities endorsed by NSWISA are of the utmost importance. In the interests of our Members, this NSWISA Conflict Of Interest Policy has been composed and will be effective immediately. It follows on from the NSWISA Conflict of Interest Guidelines which came into effect in June 2017.

The area of conflicts of interest within our sport is challenging due to the small community of participants and volunteers. Often the perception of conflicts of interest are far greater than the actual impacts of these real or perceived conflicts, but NSWISA feels it is important to provide clear and transparent guidelines covering this to protect all participants in our sport.

NSWISA operates under the rules and guidance of both the International Skating Union (ISU) and Ice Skating Australia (ISA). These organisations have items that relate to conflicts of interest in their rules, regulations and by-laws. NSWISA abides by these items as described by these bodies.

The areas of potential conflict covered by these items relate to the potentials for conflicts of interest due to personal, commercial and family relationships. These relationships may be described as follows:

- Personal relationships refer to relationships such as romantic relationships or cohabitation.
- Commercial relationships refer to relationships where goods, services or monies are exchanged between individuals &/or businesses for personal or commercial gain.
- Family relationships refer to all persons who, due to their relationships, may reasonably appear to be in a conflict of interest position regarding a competing skater, ineligible person or remunerated coach.



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ISU explicitly refers to the requirement for prompt disclosures of personal interests in any situation that could reasonably be considered to involve a conflict of interest, abstaining from making or influencing decisions involving personal or family gain or public acclaim and absolute independence which excludes favouritism for, or prejudice against, any Member, coach, skater or his/her family member, ISU Office Holder or country. NSWISA requires these same disclosures to be made in relation to any personal interests at a domestic level.

Examples of such conflicts include but are not limited to:

- Evaluating, voting upon, or in any other way influencing, directly or indirectly, any decision such as the awarding of contracts, purchasing of goods and services, engaging of consultants, hiring of employees and the allocation of NSWISA resources where there is a personal, commercial or family relationship involved.
- Evaluating, voting upon, or in any other way influencing, directly or indirectly, any decision relating to the performance of a skater where there is a personal, commercial or family relationship involved with either the skater or the skater's coach.
- Evaluating, voting upon, or in any other way influencing, directly or indirectly, any decision relating to the performance of an official where there is a personal, commercial or family relationship involved with the official.

For all matters the spirit of the regulations of the ISU shall prevail in their application to/by NSWISA.

## **1 Purpose of the Policy**

NSWISA is committed to protecting all Members from situations where conflicts of interest may be perceived and to providing safe, clear and transparent practices in our sport. NSWISA encourages all Members to declare any conflicts of interest as per the above guidelines and will work with Members where potential conflicts of interest are identified to ensure Members are not put in situations where they may be involved in or subjected to a real or perceived conflict of interest. This is for the protection of all concerned.

## **2 Application of the Policy**

This Policy applies to all eligible NSWISA Members, Guests of other State Associations, ISA Members and Representatives and ISU Members as well as anyone who has dealings or arrangements with NSWISA.

## **3 Policy Requirements**

Members are required to declare any real or perceived conflicts of interest and are encouraged to remove themselves from these situations for their own protection and also the protection of the Association and other Members.



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NSWISA Members must declare any conflicts of interest to:

- NSWISA Executive in the case of administrative conflicts
- Event Officials Co-Ordinator(s) prior to any events if relating to officiating at events
- Referee of the event, prior to officiating or competing, if a conflict becomes evident while on-site at the event

## **Version History:**

<b>Version</b>	<b>Approval Date</b>	<b>Change</b>
1.0	26/11/2019	Policy Introduction