

# ***Conflict of Interest Policy***

## **1. Purpose**

The purpose of this policy is to describe how members of JJEU will conduct themselves in matters relating to conflicts of interest, and to clarify how JJEU will make decisions in situations where conflicts of interest may exist.

## **2. Definition of Conflict of Interest**

Conflicts of interest include both pecuniary and non-pecuniary interests.

A pecuniary interest is 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.

A non-pecuniary interest may include family relationships, friendships, volunteer positions in associations or other interests that do not involve the potential for financial gain or loss.

## **3. Application**

This policy applies to president and Board members, elected and appointed officials, directors, managers, officers, employees, commission and committee members, volunteers and other decision-makers within JJEU (hereafter referred to as "Representatives" of JJEU).

## **4. Obligations**

4.1 JJEU and its Representatives will fulfil the additional requirements of this policy. Representatives of JJEU 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 JJEU, unless such business, transaction or other interest is properly disclosed in accordance with this policy;
- 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, in any way, preferential treatment;
- c) In the performance of their official duties, accord preferential treatment to family members, friends or colleagues, or to 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 JJEU, where such information is confidential or is 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 JJEU, or in which they have an advantage or appear to have an advantage on the basis of their association with JJEU;
- f) Use JJEU property, equipment, supplies or services for activities not associated with the performance of official duties with JJEU;
- g) Place themselves in positions where they could, by virtue of being a Representative of JJEU, influence decisions or contracts from which they could derive any direct or indirect benefit or interest; or
- 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 Representative of.

4.2 Additionally, and specifically to the positions and obligations, elected and appointed members of the JJEU Board, or candidates for that positions:

- a) Cannot be first degree relatives or spouses;
- b) Cannot be associates or partners in the same or related business organisation;
- c) Cannot have an employer – employee relationship;
- d) Should not have been found responsible by a final judgement for a major infraction by the JJIF Internal Dispute Resolution Mechanism in the last five years.
- e) Should not have been convicted of criminal offence related to child pornography offences, sexual offences, offence of physical or psychological violence, offence of assault, offence involving trafficking of illegal drugs and arms and smuggling people, offence related to match fixing or illegal betting or any offence related to illegal tickets selling (including but not limited to conspiracy and scalping).

4.3 Additionally, and specifically to the positions and obligations, members of the Audit organ/authority (committee, commission or external audit):

- a) Cannot be elected or appointed members of the JJEU Board;
- b) Cannot be member of any standing JJEU Committee or Commission;
- c) Cannot be first degree relatives or spouses;
- d) Cannot be associates or partners in the same or related business organisation;
- e) Cannot have an employer – employee relationship among and in relations to the JJEU;
- f) Should not have been found responsible by a final judgement for a major infraction by the JJIF Internal Dispute Resolution Mechanism in the last five years.
- g) Should not have been convicted of criminal offence related to child pornography offences, sexual offences, offence of physical or psychological violence, offence of assault, offence involving trafficking of illegal drugs and arms and smuggling people, offence related to match fixing or illegal betting or any offence related to illegal tickets selling (including but not limited to conspiracy and scalping).

## **5. Disclosure of Conflict of Interest**

Every second year, all directors, officers, employees and committee members will complete a written statement disclosing any real, potential or perceived conflicts that they are aware of as of the date of the statement.

At any time that a Representative of JJEU becomes aware that there may exist a real, potential or perceived conflict of interest, they will disclose this conflict to the Executive Board immediately.

Any person who is of the view that a Representative of JJEU may be in a position of conflict of interest may report this matter to the Board.

## **6. Resolving Conflicts in Decision-making**

Decisions or transactions that involve a real, potential or perceived conflict of interest that has been disclosed by a Representative of JJEU may be considered and decided upon by JJEU provided that:

- 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 in the minutes of the relevant meeting;
- b) The Representative does not participate in discussion on the matter giving rise to the conflict of interest, unless the body considering the matter votes to allow such participation;
- c) The Representative abstains from voting on the proposed decision or transaction;
- d) The Representative is not included in the determination of quorum for the proposed decision or transaction; and
- e) The decision or transaction is in the best interests of JJEU.

## **7. Conflicts Involving Employees**

Subject to the terms and conditions of any employment agreement, JJEU will not restrict employees from accepting other employment, contracts or volunteer appointments during the term of their

employment with JJEU, provided that the employment, contract or volunteer appointment does not diminish the employee's ability to perform the work contemplated in their employment agreement with JJEU.

Any determination as to whether there is a conflict of interest will rest solely with JJEU, and where a conflict of interest is deemed to exist, the employee will resolve the conflict by ceasing the activity giving rise to the conflict.

#### **8. Enforcement**

Failure by any Representative to adhere to this policy may give rise to discipline, as outlined in JJEU and JJIF Statutes, bylaws and policies, in particularly in the Code of Conduct, Ethics Code and Code of Ethics in Ju-Jitsu and Internal Dispute Resolution Policy.

*This policy has been approved on the JJEU General Assembly, May 30, 2019 and shall enter into force on the same day.*