

CONFLICT OF INTEREST Policy and Statement

Georgia State Soccer Association (GSSA) recognizes that to fulfill its responsibilities to its members and to the public at large, it is dependent upon the dedication of the Board of Directors, its officers, employees and staff, all members of committees, all other representatives, and its volunteers. Because one aspect of determining qualifications of each of these individuals is the avoidance of conflicts of interest, the following policy has been adopted. A conflict of interest is defined as any relationship in which a person receives compensation from any individual or entity that does business with and has an interest in the policies, decisions or operations of GSSA that could influence or perceive to influence the person's objectivity in any decision making process involving policies, decisions or operations.

In general, GSSA expects every person to be constantly aware of the dangers inherent in situations that give rise to conflict of personal interests with those of GSSA. Although complete avoidance of all conflicts of interest is not always possible, GSSA expects the kind of loyalty and ethical consciousness that will motivate an individual to recognize situations and circumstances that could produce a conflict. All individuals should avoid any actions that might result in or create the appearance of:

- using association with GSSA for private gain;
- granting by GSSA of unwarranted preferential treatment to any person or organization-
- misusing GSSA's confidential information for financial or personal gain;
- losing GSSA's independence or impartiality;
- adversely affecting public confidence in the integrity or the reputation of GSSA;
- or - endangering life, health or safety.

Consequently, all shall refrain from engaging in any transaction with GSSA in any situation in which such individual has a duty to protect GSSA's interest therein and a simultaneous opportunity to realize a personal gain or benefit. Additionally, no person shall accept or engage in any activity, business or employment that will conflict with GSSA's interest or diminish the ability of the individual to render to GSSA full, loyal and undivided service.

Finally, participants shall at all times avoid not only actual conflicts of interest but also the appearance of a conflict of interest. The appearance of a conflict can be as damaging as an actual conflict. Each individual is encouraged to develop and maintain an attitude of awareness of those situations in which an appearance of conflict might arise.

If a conflict of interest should arise, each and every individual has the responsibility to take necessary action to inform the Board of Directors about the conflict, and to avoid any participation in decision making regarding the action. When there is a doubt whether a conflict of interest exists, the matter shall be resolved by the Board of Directors. Should any member of the Board be in this circumstance, he or she shall excuse himself or herself from the decision and report on doing so to the President.

Additional examples of actual or potential conflicts of interest:

- direct (and at times indirect) personal involvement with licensees, suppliers, service providers, sellers, contractors, and customers of GSSA;
- ownership of an interest or any financial interest, direct or indirect, in such an entity;
- acting in any capacity in such an entity;
- acceptance of payments, services, property, loans, or any financial interest, direct or indirect, from such an entity;
- ownership of property or any financial interest, direct or indirect, affected by actions of GSSA;
- ownership of property or any financial interest, direct or indirect, acquired as a result of GSSA's confidential information;
- outside employment or any interest, direct or indirect, which might impact job performance or efficiency;
- outside activities or any interest, direct or indirect, in civic, professional or political organizations which might involve improper and unauthorized divulging of GSSA data; and use of his or her position at the GSSA to extend an offer of employment to a spouse, family member, or business associate.

This policy applies to the GSSA organization and all Directors and Committee Members of GSSA shall complete the below form in accordance with this Policy.

Please disclose and list any existing or potential conflicts that you may have with GSSA and/or its operations: (use a separate sheet if necessary)

I acknowledge that I have been given a copy of the GSSA Conflict of Interest policy, that I have read it, and that I understand its terms and procedures. Further, I agree to abide by it.

Date: _____

Signature: _____

Printed name: _____

Position: _____