



## **CONFLICT OF INTEREST POLICY**

### **PURPOSE**

The purpose of this policy is to clarify how the Manitoba Cycling Association (MCA) will handle decisions or transactions which give rise to real or perceived conflict of interest.

### **APPLICATION**

The policy applies to all members, employees and volunteers of the MCA.

### **APPROVAL**

Potential conflicts of interest may be approved by the Board of Directors of the MCA provided that:

- The nature and extent of the individual's interest is immediately and fully disclosed to the individual or body which is considering or making the related decision or transaction
- The individual in question abstains from any discussion or voting in relation to the decision or transaction and is not counted in the quorum of any meeting in relation to the decision or transaction
- The decision or transaction is in the best interests of the MCA

The MCA will not restrict employees from accepting other employment, contracts or volunteer appointments, provided that:

- The employment, contract or volunteer appointment will not be detrimental to the employee's ability to fulfill their terms of employment with the MCA
- The MCA is notified of the other employment, contract or volunteer appointment, in writing, and approves such employment, contract or volunteer appointment in advance

"Approved by the Board of Directors of the Manitoba Cycling Association by motion at a Board meeting held on November 5, 2008"