



# CONFLICT OF INTEREST POLICY

---

**April 1, 2025**

### INTRODUCTION

---

We must be impartial and fair in our dealings with JUDO CANADA members, registrants, suppliers and the public. Their trust, confidence, and support of JUDO CANADA goals and objectives are necessary if we are to do our job well. Members of the Board of Directors, Committee members, staff, representatives and decision makers of JUDO CANADA must ensure that their interests, or those of people close to them, do not conflict with the impartial performance of their duties. Any potential, real or perceived, conflict between an individual's interests, and those of the JUDO CANADA, must be resolved in favor of JUDO CANADA.

### PURPOSE

---

This Policy is aimed at avoiding conflicts of interest within JUDO CANADA and maintaining fair and ethical interactions between and among those who work, volunteer and do business with JUDO CANADA. JUDO CANADA is incorporated under the Canada Not-for-Profit Corporations Act and is governed by the Act in matters involving a real or perceived conflict between the personal interests of a director or officer (or other individuals involved in a decision-making or decision influencing roles) and the broader interests of the corporation.

### APPLICATION

---

This Conflict of Interest Policy shall apply to all members of JUDO CANADA Board of Directors, Committee Members, staff, representatives and decision makers of JUDO CANADA.

### DEFINITION OF CONFLICT OF INTEREST

---

Conflicts of interest include both pecuniary and non-pecuniary interests. Nonpecuniary conflicts of interest are just as important as pecuniary interests. A pecuniary interest is an interest that you have in a matter because of the reasonable likelihood or expectation of appreciable financial gain or loss for you, or another person with whom you are associated. Associated persons include relatives, partners, and employers. A non-pecuniary interest may include family relationships, friendships, positions in associations, and other interests that do not involve financial gain or loss. Examples of situations that could give rise to a **pecuniary conflict of interest** include, but are not limited to:

- Having a personal interest that could lead you to be influenced in the way that you carry out your JUDO CANADA duties; or could lead a reasonable third party to think that you could be influenced in the way you carry out your JUDO CANADA duties; or
- A family member, relative, friend, associate, or any person close to you having a personal interest that could lead you to be influenced in the way that you carry out your JUDO CANADA duties; or could lead a reasonable third party to think that you could be influenced in the way you carry out your JUDO CANADA duties.

Examples of situations that could give rise to **non-pecuniary conflicts of interest** include, but are not limited to:

## CONFLICT OF INTEREST POLICY

---

- Having the responsibility for hiring a consultant, where one of the applicants is a good friend;
- Supporting proposals from a club where you spend a good deal of your leisure time;
- Supporting proposals from groups of people or individuals with whom you have regular personal contact, e.g. family members;
- Not only must your actions be free from any conflicts, but you must also ensure that they are seen to be free from any conflicts of interest. It is therefore important that you consider what other people might think of the situation. These other people could include, for example, potential suppliers, other sport organizations, fellow Board members or staff, if applicable, and members of the public.

## CONFLICT OF INTEREST BEHAVIOURS

---

Members of the Board of Directors, Committee Members, staff, representatives and decision makers of JUDO CANADA shall not:

- 1) Engage in any business or transaction or have a financial or other personal interest which is incompatible with the discharge of their duties and obligations with JUDO CANADA;
- 2) Knowingly place themselves in a position where they are under obligation to any person who might benefit from special consideration or favor on their part, or who might seek, in any way, preferential treatment;
- 3) Accord, in the performance of their duties and obligations, preferential treatment to relatives or friends or to organizations in which they or their relatives or friends have an interest, financial or otherwise;
- 4) Benefit from the use of information acquired during their official duties with JUDO CANADA, which is generally not available to the public;
- 5) Engage in any outside work, activity or business undertaking that:
  - a) conflicts or appears to conflict with their duties as Board of Directors, Committee Members, staff, representatives and decision makers of JUDO CANADA
  - b) in which they have an advantage or appear to have an advantage derived from their association with JUDO CANADA;
- 6) In a professional capacity that will or might appear to influence or affect the carrying out of duties as a Board member, Committee member, staff person, representative or decision maker of JUDO CANADA
  - a) Use JUDO CANADA property, equipment, supplies, or services of consequence for activities not associated with the discharge of official duties with JUDO CANADA;
  - b) Place themselves in a position where they could influence decisions or contracts from which they could derive any direct or indirect benefit or interest.
  - c) Accept any gift that could reasonably be construed as being given in anticipation or recognition or of special consideration by the Board of Directors, Committee Members, staff, representatives

and decision makers of JUDO CANADA.

### PROCEDURE FOR DISCLOSURE OF CONFLICT

---

Individuals who are elected, appointed, or hired to positions within JUDO CANADA will disclose their potential conflict of interest in the following manner:

- a) At the first Board of Directors' meeting immediately following the Annual General Meeting, each Board member and each staff person shall make verbal disclosure of their conflicts of interest, to be recorded;
- b) At the first annual meeting of a new program year of a Committee, each member shall make verbal disclosure of their conflicts of interest, to be recorded and submitted to the Board of Directors;
- c) In addition to the foregoing, whenever a Board member, Committee member, staff person, representative or decision maker considers that he or she could be, or could potentially be, in a conflict of interest as defined within this Policy, he or she shall disclose this conflict to the Board of Directors immediately; or
- d) Any other Board member, Committee member, staff person, representative or decision maker of JUDO CANADA who feels that a Board member, Committee member, staff person, representative or decision maker of JUDO CANADA is in a conflict of interest, may report the matter to the Board of Directors at any time. If a Board member, Committee member, staff person, representative or decision maker of JUDO CANADA is in doubt as to whether a conflict of interest situation exists, he or she should provide disclosure to the Board of Directors immediately.

### PROCEDURE FOLLOWING DISCLOSURE

---

Once a Board member, Committee member, staff person, representative or decision maker of JUDO CANADA has provided disclosure of a conflict of interest with respect to a matter to be considered or decision to be made, the following principles shall apply:

- a) the individual in conflict of interest may not participate in discussion of this matter as an advocate on his or her own behalf, either formally at the meeting or informally through private contact, communication, or discussion, unless such participation is approved by a majority vote of the other Directors or Committee Members;
- b) Except where participation in discussion has been properly approved as per the above, a Board member, Committee member, staff person, representative or decision maker of JUDO CANADA shall not be present at that portion of a meeting when matters in which they have an interest are considered; and
- c) The individual in a conflict of interest shall not participate in any vote on the matter. Documentation relating to conflict of interest situations shall be recorded in the Minutes of the Board of Directors and all Committees of JUDO CANADA. All conflicts that are reported and recorded will be communicated to the membership of JUDO CANADA through the Board's report.

## **SANCTIONS FOR FAILING TO ADHERE TO THIS POLICY**

---

If a Board member, Committee member, staff person, representative, or decision-maker of JUDO CANADA fails to disclose a conflict of interest, or once disclosed, fails to adhere to the provisions of this Policy relating to disclosure procedures, the matter will be dealt with in accordance with JUDO CANADA's Discipline and Complaints Policy.

Any violation of this Policy that may constitute Prohibited Behavior as defined in the Code of Conduct and Ethics must be reported to the Neutral Third Party (ITPSport) using the following online form: **<https://app.integritycounts.ca/org/itpsport>**. The matter will be handled pursuant to the Discipline and Complaints Policy.