

Archers and Bowhunters Association of Manitoba

Conflict of Interest - Policy

No Director, officer or employee of the Archers and Bowhunters Association of Manitoba (ABAM) shall have any position with, or substantial interest in, any other business enterprise operated for profit, the existence of which would conflict or might reasonably be supposed to conflict with the performance of his/her ABAM duties, or which might tend to affect his/her independence of judgement with respect to transactions between the ABAM and such business enterprise, without full and complete disclosure thereof to the Executive Committee.

No Director, officer or employee of the ABAM shall use his or her position to influence ABAM team selection or judging decisions where personal interests are involved

Conflict of Interest - Defined

Conflict of interest is broadly defined as:

1. Any situation in which a director, officer or employee of the ABAM may be influenced in any decision of the ABAM by personal, financial, or business interests in the transaction, or in any organization involved in the transaction, or holds a position as trustee, director, officer, or employee in any such organization.
2. Any situation in which a director, officer or employee of the ABAM may be influenced in any decision of the ABAM by personal interests toward any team selection, rule interpretation or judging matter.
3. Where a member of the immediate family of a director, officer or employee has interest in the proposed transaction in the form of a significant personal financial business interest in a decision of the ABAM or in any organization involved in the transaction, or holds a position as director, officer or employee in any such organization.
4. Where a member of the immediate family of a director, officer or employee maybe influenced by a decision on a rule or judging matter or on the selection to a ABAM team or event.
5. In any other circumstance where the director, or any other ABAM director, believes that a real or perceived conflict may be present.

Conflict of Interest – Declaration

1. ABAM directors, officers, and employees must submit annually to the Executive Committee declarations dealing with conflict of interest and, if not previously disclosed, will make a disclosure of particular transactions or their interest in an ABAM decision regarding team selection or rules before any relevant board or committee action.
2. All conflict of interest situations involving a transaction must be approved by a majority of disinterested members of the Executive Committee.

Conflict of Interest – Disciplinary Action

1. If it is determined that a director, officer or employee has violated the ABAM Conflict of Interest Policy, the circumstances of such violation will be reviewed by disinterested members of the Executive Committee.
2. The Board of Directors will take whatever steps it feels are appropriate under this policy to deal with any situation that cannot be resolved by the Executive Committee.