

IFA Conflict of Interest - Policy

Principles

The International Fistball Association (IFA) accepts that no IFA Director, officer, commission member or employee shall have any position with, or substantial interest in, any other business enterprise operated for profit, where the existence of which would conflict or might reasonably be supposed to conflict with the performance of his/her IFA duties, or which might tend to affect his/her independence of judgement with respect to transactions between the IFA and such business enterprise, without full and complete disclosure thereof to the Executive Board.

No Director, officer, commission member or employee of the IFA shall use his or her position to influence IFA; the Board of Directors, its Commissions, a national team selection, an event related decision, any judging decisions or financial decisions where personal interests are involved.

Definition of a Conflict of Interest:

Conflict of interest is broadly defined as:

1. Any situation in which a Director, officer or commission member or employee of IFA may be influenced in any decision of the IFA by personal, financial, or business interests in the transaction, or in any organisation 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 commission member or employee of IFA may be influenced in any decision of the IFA 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 commission member or employee of IFA has interest in the proposed transaction in the form of a significant personal financial business interest in a decision of the IFA 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 commission member or employee of IFA may be influenced by a decision on a rule or judging matter or on the selection to an IFA event.
5. In any other circumstance where the IFA Director, or any other IFA Director, believes that a real or perceived conflict may be present.

Declaration of a Conflict of Interest:

1. IFA Directors, officers, commission members and employees must submit annually to the Board of Directors, declarations dealing with conflict of interest and, if not previously disclosed, will make a disclosure of particular transactions or their interest in an IFA decision regarding governance 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 Board.

Disciplinary Actions In cases of a Conflict of Interest:

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

Approved by IFA Board of Directors at the meeting dated 20 June 2015 in Vienna.