

NorCal Women's Lacrosse Officials Conflict of Interest Policy

The NorCal Women's Lacrosse Officials (NCWLO), its Officers and Directors scrupulously shall avoid any conflict between their respective personal, professional or business interests and the interests of the NCWLO, in any and all actions taken by them on behalf of the NCWLO in their respective capacities.

A Conflict of Interest can be considered to exist in any instance where the actions or activities of an individual acting on behalf of NCWLO will result in a personal gain or advantage to the individual or have an adverse effect on the interests of NCWLO. Conflicts of interest can also arise in other instances. Although it is impossible to list every circumstance giving rise to a possible Conflict of Interest, the following serves as a guide to the types of activities that might cause conflicts and that should be fully reported to NCWLO.

A. Outside Interests

1. To hold, directly or indirectly, a position or financial interest in any outside concern from which the individual has reason to believe that NCWLO secures goods or services (including the services of buying or selling stocks, bonds, or other securities), or that provides services competitive to NCWLO.
2. To compete, directly or indirectly, with NCWLO in the purchase or sale of property or property rights, interests or services.

B. Outside Activities

1. To render directive, managerial, or consultative services to any outside concern that does business with, or competes with the services of NCWLO, or to render other services in competition with NCWLO.

C. Gifts, Gratuities and Entertainment

1. To accept gifts, entertainment or other favors from any outside concern that does, or is seeking to do business with, or is a competitor of NCWLO.

D. Inside Information

1. To disclose or use information relating to the business of NCWLO for the personal profit or advantage of the individual or his/her immediate family.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. It should be particularly noted that disclosure relates not only to yourself but also to your immediate family.

DISLCOSURE STATEMENT

I HAVE CAREFULLY READ THE Conflict of Interest Policy for NCWLO and, in signing this disclosure, I have considered not only the literal expression of the policy, but also its intent. I hereby state that, except as hereinafter stated, I do not, to the best of my knowledge, have any conflict of interest that may be seen as competing with the interests and concerns of NCWLO, nor does any member of my immediate family or any party, group or organization to which my immediate family has or I have an allegiance, have such a competing interest or concern. *(Note: "immediate family" is defined as spouse/partner, as well as children, parents and siblings of each spouse/partner.)*

If any situation should arise in the future which I think may involve me in a Conflict of Interest, I will promptly and fully disclose the circumstances to the Board of Directors or Executive Committee of NCWLO.

Print name

Signature

Date