EVP VOLLEYBALL

CONFLICT OF INTEREST POLICY – COACHES, STAFF & VOLUNTEERS

1. Purpose

EVP Volleyball ("EVP") is committed to operating in a professional, fair, transparent and athlete-focused manner.

Coaches, staff members, managers, volunteers and other individuals acting on behalf of EVP are placed in positions of trust. Decisions made on behalf of the Club must be based on the best interests of EVP and its athletes and not influenced by personal, financial, family, business or other outside interests.

The purpose of this policy is to identify, disclose and appropriately manage actual, potential or perceived conflicts of interest.

2. Application

This policy applies to all individuals acting on behalf of EVP, including:

- Full-time and part-time employees;
- Head coaches and assistant coaches;
- Team managers;
- Contractors;
- Volunteers;
- Directors and administrators; and
- Any other individual given authority or decision-making responsibility by EVP.

3. Definition of Conflict of Interest

A conflict of interest exists when an individual's personal, financial, family, business or other interests could influence, or could reasonably appear to influence, their ability to act objectively and in the best interests of EVP and its athletes.

A conflict does not necessarily mean that misconduct has occurred. However, potential conflicts must be disclosed so that EVP can determine whether steps are required to appropriately manage the situation.

4. Examples of Conflicts of Interest

Conflicts of interest may include, but are not limited to:

Player Selection and Team Placement

A coach or staff member participating in a decision regarding the selection, ranking, placement, playing opportunity or advancement of an athlete where the individual has a significant personal or family relationship with the athlete.

Private Coaching or Training

A coach using their EVP position to pressure or improperly influence athletes or families to purchase private lessons, camps, training or other services from the coach or a business in which the coach has a financial interest.

Athletes must not receive preferential treatment in team selection, playing opportunities or advancement because they participate in private training with an EVP coach or staff member.

Outside Volleyball Programs

Operating, coaching, recruiting for or having a financial interest in another volleyball club, academy, camp, training organization or similar program where that activity may conflict with the individual's responsibilities to EVP.

Recruitment

Using confidential EVP information, contact lists, athlete relationships or a position of authority within EVP to recruit athletes, coaches or staff for another organization or personal business.

Purchasing and Vendors

Participating in purchasing, contracting or vendor decisions involving a business owned or controlled by the individual, a family member, close personal associate or other organization in which the individual has a financial interest.

Employment and Staffing

Participating in hiring, compensation, discipline, promotion or other employment decisions involving an immediate family member or someone with whom the individual has a significant personal relationship without disclosing that relationship.

Gifts and Benefits

Accepting gifts, payments, discounts or benefits that could reasonably be viewed as influencing a decision relating to an athlete, team, employee, vendor or other EVP matter.

Reasonable and customary tokens of appreciation do not normally constitute a conflict provided they are not intended to influence a decision.

5. Disclosure Requirement

Individuals covered by this policy are responsible for identifying and disclosing an actual, potential or perceived conflict of interest as soon as they become aware of it.

Disclosure must be made to the President or another designated senior EVP administrator.

When uncertain whether a situation represents a conflict, the individual should disclose the circumstances and allow EVP to determine whether action is required.

Failure to disclose a known conflict of interest may itself constitute a breach of this policy.

6. Managing a Conflict

When EVP determines that a conflict exists or could reasonably be perceived to exist, the Club may take appropriate steps including:

- Requiring the individual to disclose the conflict to affected parties;
- Removing the individual from a particular discussion or decision;
- Assigning another coach or administrator to make the decision;
- Restricting access to confidential information;
- Establishing conditions or boundaries around the individual's involvement;
- Requiring the individual to discontinue the conflicting activity; or
- Taking any other reasonable action necessary to protect the integrity of the Club and its athletes.

7. Team Selection and Athlete Evaluation

EVP recognizes that volleyball communities often involve pre-existing relationships between coaches, athletes and families.

The existence of such a relationship does not automatically prevent an individual from coaching or evaluating an athlete.

However, coaches and staff must ensure that athlete evaluations and team placement decisions are based on legitimate volleyball considerations including skill, potential, positional needs, attitude, work ethic, team composition and other criteria established by EVP.

Where a significant conflict exists, EVP may appoint additional evaluators or remove the conflicted individual from the final decision.

8. Confidential Information

Individuals may obtain confidential information through their role with EVP, including information concerning athletes, families, employees, coaches, team selections, financial matters and Club operations.

Confidential information must not be used for personal benefit or for the benefit of another organization or individual.

9. Duty to EVP

While acting in an EVP capacity, coaches and staff are expected to act in good faith and in the best interests of the Club and its athletes.

Individuals must not use their position, authority, access to athletes or access to confidential information to obtain an improper personal or financial advantage.

10. Reporting a Concern

Anyone who believes that an EVP coach, staff member or other representative may have an undisclosed or improperly managed conflict of interest may bring the concern to EVP administration.

Reports should include sufficient information to allow the Club to understand and review the concern.

Individuals who make a good-faith report under this policy will not be subject to retaliation for making the report.

11. Breaches

A breach of this policy may result in corrective or disciplinary action depending on the seriousness and circumstances of the matter.

Possible consequences may include:

- Verbal or written warning;
- Removal from a particular decision;
- Conditions being placed on the individual's role;
- Removal from coaching or administrative responsibilities;
- Suspension;
- Termination of employment or contract;
- Removal from EVP; and/or
- Referral to the Ontario Volleyball Association or another appropriate authority where required.

12. Relationship to OVA Policies

EVP Volleyball operates as a member club of the Ontario Volleyball Association (“OVA”).

All EVP coaches, staff and other applicable participants are expected to comply with applicable OVA policies, codes of conduct, Safe Sport requirements and eligibility requirements.

Where an OVA policy or other governing requirement imposes a higher standard or requires a matter to be handled through an OVA process, that requirement will apply.

13. Policy Administration

EVP reserves the right to review, interpret and update this policy as required to reflect changes to Club operations, Ontario Volleyball Association requirements, Volleyball Canada requirements or applicable law.

Approved by: EVP Volleyball
Effective: September 2026
Last Reviewed: September 2026