

CONFLICT-OF-INTEREST POLICY

Board members have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which Mountainside Lacrosse (MSLAX) wishes to operate. The purpose of these guidelines is to provide general direction so that board members can seek further clarification on issues related to the subject of acceptable standards of operation.

An actual or potential conflict of interest occurs when a board member is in a position to influence a decision that may result in personal gain or gain for a relative as a result of MSLAX's business dealings. For the purpose of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the board member is similar to that of persons who are related by blood or marriage.

No presumption of a conflict is created by the mere existence of a relationship with outside firms. However, if a board member has any influence on any material business transactions, it is imperative that he or she discloses to an officer of the organization as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where a board member or a relative has a significant ownership in a firm with which MSLAX does business, but also when a board member or a relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving MSLAX.

Key Areas in Which Conflict May Arise

Conflicts of interest may arise in the relations of board members with any of the following third parties:

- Persons and firms supplying goods and services to MSLAX
- Persons and firms from whom MSLAX leases property and equipment
- Competing or affinity organizations
- Donors and others supporting MSLAX
- Recipients of grants from MSLAX
- Agencies, organizations, and associations that affect the operations of MSLAX
- Family members, friends, and other coaches

Interpretation of This Statement of Policy

The areas of conflicting interest listed above, and the relations in those areas that may give rise to conflict, are not exhaustive. Conceivably, conflicts might arise in other areas or through other relations. It is assumed that the board members will recognize such areas and relation by analogy.

The fact that one of the interests described above exists does not mean necessarily that a conflict exists, or that the conflict, if it exists, is material enough to be of practical importance,

or if material that upon full disclosure of all relevant facts and circumstances that it is necessarily averse to the interests of MSLAX.

However, it is the policy of the board that the existence of any of the interests described above shall be disclosed on a timely basis and always before any transaction is consummated. It shall be the continuing responsibility of board members to scrutinize their transactions and outside business interests and relationships for potential conflicts and to immediately make such disclosures.

Use of Information

Board members shall not use information received from participation in MSLAX affairs, whether expressly denominated as confidential or not, for personal gain or to the detriment of MSLAX.

Disclosure and Recusal

Whenever any board member has a conflict of interest or a perceived conflict of interest with MSLAX, he or she shall notify the board president and board secretary of such conflict in writing.

When any conflict of interest is relevant to a matter that comes under consideration or requires action by the board, or a board committee, the interested person shall call it to the attention of the board president and board secretary and shall not be present during board or committee discussion or decision on the matter. However, that person shall provide the board or applicable committee with any and all relevant information on the particular matter.

The minutes of the meeting of the board or its committee shall reflect that the conflict of interest was disclosed, that the interested person was not present during discussion or decision on the matter and did not vote.

Dissemination

A copy of this conflict-of-interest policy shall be furnished to any board member who is presently serving this organization or who may become associated with it.

Certification

The policy and its application shall be reviewed annually for the information and guidance of board members each of whom has a continuing responsibility to scrutinize their transactions and outside business interests and relationships for potential conflicts of interest, and make such disclosures as described in this policy.

Each board member will be asked to complete a certification of agreement with the policy and disclosure of any known conflicts of interest upon his or her election or re-election to the board and annually thereafter. All certifications shall be reviewed by the board as appropriate.

CONFLICT-OF-INTEREST DISCLOSURE STATEMENT

I have read and agree to abide by MSLAX's Conflict-of-Interest Policy. Please initial in the space at the end of Item A or complete Item B, whichever is appropriate; complete the balance of the form; sign and date the statement; and return it to the board secretary.

- A. I am not aware of any relationship or interest or situation involving my family or myself that might result in, or give the appearance of being, a conflict of interest between such family member or me and MSLAX.

Initials: _____

- B. The following are relationships, interests, or situations involving me or a member of my family that I consider might result in or appear to be an actual, apparent, or potential conflict of interest between such family members or me and MSLAX.

Initials: _____

Corporate (either nonprofit or for-profit) directorships, positions, and employment:

Memberships in the following organizations:

Contracts, business activities, and investments with or in the following organizations:

Other relationships and activities:

I have read and understand MSLAX's Conflict-of-Interest Policy and agree to be bound by it. I will promptly inform the board president and board secretary of MSLAX of any material change that develops in the information contained in the foregoing statement.

Type/Print Name

Signature

Date