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Bye-Law 8 - Conflict of Interest

When a member of the European Confederation is appointed to the Administrative Committee, a Divisional Council, or any EC Committee they are appointed to a high responsibility decision-making power. They are being relied upon and trusted to give opinions and make decisions that are fair, independent, unbiased and impartial.

They can expose themselves to a conflict of interest when they find themselves in a situation of incompatibility. Examples can include but are not limited to:-

- a) influence from outside business interests;
- b) interference from outside sources such as friends and family;
- c) adopt an act or omit a required action favouring themselves or persons or companies related to them;
- d) any circumstance that could affect or could be seen to affect someone's independence or impartiality creating damage to the integrity of the sport and to the spirit of fair and correct competition and decision-making.

It is a requirement of all who are entitled to attend a meeting of any EC decision making body, with or without voting rights, to declare any potential conflict of interest. Declarations can be made at any time and should be noted down in either minutes of meetings where the declaration is made or in a *Register of Appointed Persons Declared Interests* - if one is available.

When a conflict of interest is identified, one of the following actions will occur and be noted in the minutes of the meeting:-

- The conflicted member is excluded from the meeting while the issue is being discussed and decided on, OR
- The conflicted member is excluded from voting and commenting on the issue but can remain in the meeting, OR
- The conflicted member is excluded from voting on the issue but can comment on the subject if necessary, OR
- No action taken – the conflict is agreed unanimously as being insignificant.

If there is no unanimous agreement from the non-conflicted members as to the course of action to take, then the conflicted member will leave the meeting to allow the non-conflicted members to discuss and vote on the appropriate course of action. The decision must be recorded in the minutes. Failure to follow the agreed actions must be brought to the attention of the Admincom who will then deal with the matter accordingly.

In relation to the seriousness of the ascertained behaviour, a person who incurs a conflict of interest, or a person who does not disclose a conflict of interest, and/or a person who does not follow the actions and the decisions agreed by the council/committee/decision-making body in the best interest of the sport may be suspended for a minimum of 1 month to a maximum of 24 months from the exercise of their duties, or in the most serious of cases, expelled from the European Confederation entirely.

The Admincom, in the first instance, and the Appeals Commission at second instance, are competent to ascertain, determine and sanction the occurrence of a conflict of interest and if necessary, apply the penalties indicated above.

All Sports Divisional Councils are strongly recommended to develop their own "conflict of interest" rules able to be applied to their Competition Officials. The text described above is a guideline that can be used for this purpose.

In the absence of any Regulations by the Divisional Councils in respect of Competition Officials the Admincom will rule as per the text above.