

OWN THE PODIUM CONFLICT OF INTEREST POLICY

Application

The policies in this section apply to Directors, committee members, staff, volunteers and contractors of Own the Podium (“Stakeholders”).

Policy and Purpose

OTP must meet high ethical standards in order to merit the trust of its partners, as well as the public. The integrity of OTP depends on ethical behaviour throughout the organization, and in particular, on fair, well-informed decision-making. The ability to make a decision is sometimes affected by other interests (personal or professional) of individuals in the organization. Such conflict of interest situations are a regular part of organizational and personal life and cannot simply be eliminated. The objective of this policy is to permit OTP to manage conflict of interest situations successfully and resolve them fairly

A conflict of interest exists when an individual has personal or organizational interests in a decision or outcome that may have or may be perceived to have personal benefits, or may or may be perceived to, differ from the interests of the organization for which they are making (or helping to make) a decision.

Finding oneself in a potential conflict of interest situation does not involve any kind of wrongdoing, nor does it imply fault or blame. However, failure to disclose or resolve a conflict of interest may constitute wrongdoing. The first requirement to deal effectively with a conflict of interest is awareness.

OTP Stakeholders should permit no influence which could conflict with the best interest of the company or prejudice the company's reputation. Disclosure in writing is required for any OTP Stakeholder employed by, performing services for or with a financial interest in any business enterprise doing business with or seeking to do business with OTP.

OTP Stakeholders will not, without prior approval:

- Engage in any business, transaction, financial interest or personal action which is incompatible, interferes or appears to interfere with the duties and responsibilities of their position, is detrimental to the purpose of OTP's work, or provides the Stakeholder with an advantage or appearance of advantage derived from association with OTP;
- Place themselves or their relatives in a position where they may profit, gain or in any way benefit from special favor or special consideration by virtue of association with OTP;
- Place themselves in a position where they are under obligation to any person or corporation who might benefit from special favour, consideration or preferential treatment on their part;
- Accord any preferential treatment to relatives or friends in the performance of official duties, or to organizations in which friends or relative have an interest, financial or otherwise;
- Place themselves in a position where they could derive any direct or indirect benefit or interest from any contracts or services about which the Stakeholder can influence OTP decisions;
- Benefit in any way from the use of information acquired during the course of official duties and which is not generally available to the public;
- Use OTP property, equipment, supplies, services or any material of consequence for activities of a personal nature not associated with the discharge of official duties; or
- Accept gifts, hospitality or entertainment that could reasonably be construed as being given for favour, special consideration or anticipation or recognition of special consideration by OTP.