

Conflict of Interest Policy Phoenix Volleyball

Purpose: The purpose of this policy is to protect the integrity, reputation, and decision-making processes of Phoenix Volleyball.

This policy ensures that all Club leaders and volunteers act in the absolute best interest of the entire Club, its athletes, and its community, rather than for personal or private gain.

This policy applies to all individuals associated with the Club, including:

- Board Members and Officers, administrative personnel, coaches and assistant coaches, and independent contractors

Definition: A conflict of interest arises when a person's private interests (financial, personal, or family) interfere—or appear to interfere—with their ability to make objective decisions for the Club.

Including:

- Financial Gain: A Club official or coach owning a business that sells apparel, gear, or services to the Club.
- Nepotism & Favoritism: A coach or tryout evaluator scoring or making roster decisions for their own child, or a family member of a player voting on disciplinary matters involving that player.
- Accepting Gifts: Accepting substantial personal gifts or cash from parents in exchange for guaranteed playing time or travel team selection.

Disclosure Requirements:

Annual Disclosure: At the beginning of each season, all board members, staff, and coaches must declare a Conflict of Interest providing any potential or actual conflicts.

Immediate Disclosure: If a conflict arises unexpectedly during the season (e.g., a vendor bid involves a family member), the individual must report it immediately to the Club President

Management of Conflicts:

Once a conflict is disclosed, the following steps are taken to ensure fair play:

- Recusal: The individual with the conflict must step out of the room and abstain from voting, discussing, or influencing any decisions related to that conflict.

- Evaluation Exceptions: When parent-coaches must evaluate their own children during tryouts, independent third-party evaluators must be used to verify scores and roster spots.
- Violations and Enforcement: Failing to disclose a known conflict, or using a club position for hidden personal gain, is a serious violation of Club trust. Violations will be investigated by the President and may result in removal from coaching or volunteer positions, suspension or Club termination

September 1 2026