



University of WA Cricket Club - Conflicts of Interest Policy

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The University of Western Australia Cricket Club (**UWACC**) is committed to maintaining the highest standards of transparency and integrity within its decision making processes at the club. This Conflicts Policy applies to all players, committee members, employees and all those appointed responsibility for decision making within the club.

Purpose

The purpose of this Conflicts Policy is to protect the UWACC from the risks associated with actual, perceived and potential conflicts of interest. A conflict of interest includes:

Perceived Conflict	Where it could reasonably be perceived, or give the appearance, that a competing interest or obligation, whether personal or involving a third party, could improperly influence the performance of responsibilities owed to the UWACC.
Potential Conflict	Where a responsible person has an interest or obligation, whether personal or involving a third party, that could conflict with responsibilities owed to the UWACC.
Actual Conflict	Where a responsible person has a competing interest or obligation, whether personal or involving a third party, that directly conflicts with responsibilities owed to the UWACC.

Types of conflict include, but are not limited to:

Private interests	Conflicts of interest can arise from a responsible person avoiding personal losses or gaining a personal advantage by virtue of their role or access to UWACC information not available to others. A private interest may be financial or non-financial.
Personal relationships	Conflicts of interest between personal relationships and UWACC responsibilities. Personal relationships may include family, close personal relationships and financial relationships.

Personal benefits A conflict of interest may occur where a UWACC responsible person receives a benefit that is, or may be perceived as, influencing the performance of their official duties.

Managing Conflicts

Accountability, honesty and common sense are central to the management of conflicts of interest. Responsible decision makers must:

1. Restrict the extent to which a private interest could compromise, or be seen to compromise, their impartiality when carrying out UWACC responsibilities.
2. Refrain from involvement in official decisions and actions which could be compromised by other private interests and affiliations.
3. Ensure that there can be no perception that they have received an improper benefit that may influence the performance of their official duties.
4. Refrain from taking improper advantage of their official position or confidential/privileged information gained in that position or provide such advantage to others with whom they have an association.

All conflicts of interest must be disclosed and managed transparently between relevant parties. Strategies to manage conflicts of interest include:

<i>Register</i>	Disclose and establish the details of the conflict.
<i>Restrict</i>	Restrict the responsible person's involvement or actions in the matter.
<i>Recruit</i>	A disinterested third party should oversee processes involved in the matter.
<i>Remove</i>	The individual may remove themselves from their involvement in the matter.
<i>Relinquish</i>	The individual and/or their related parties may relinquish the private interest.

In the event of a conflict being established in regards to a particular issue, the person affected by the conflict will abstain from taking part in discussion or determination of the UWACC's position on the issue as appropriate, and if necessary, may be asked to physically remove themselves from the discussion.

As necessary, the UWACC Committee and / or coaching group may communicate decision making processes, conflicts and the UWACC's treatment of such conflicts to

the playing group to ensure transparency is maintained and conflicts of interest are managed appropriately.

Failure to comply with this policy will constitute a breach of the UWACC Code of Conduct.