



VOLLEYBALL PRINCIPLES OF ETHICAL BEHAVIOR AND CONFLICT OF INTEREST POLICY

PRINCIPLES OF ETHICAL BEHAVIOR

Those who choose to serve The New England Region Volleyball Association (NERVA) as Directors on the Board of Directors and other volunteers are held to a high standard of conduct. NERVA is the organization designated as the Regional Governing Body (RGB) for volleyball, beach volleyball and sitting volleyball by the USAV and the USOPC. It's Directors and other volunteers must assume an obligation to subordinate individual interest to NERVA interests in promotion and development of the sport. What may be considered acceptable conduct in some settings may be inappropriate in the service of NERVA.

Those who serve NERVA must do so without personal gain, avoid any institutional loss or embarrassment and behave in such a way that the organization's trust and public confidence are enhanced. It is important to avoid even the appearance of a conflict of interest.

While no set of guidelines can guarantee acceptable behavior, the guiding principles are disclosure, withdrawal from the decision-making process where conflict of interest is a possibility and a commitment to honor the confidentiality of organization information whether proprietary or sensitive. All conduct is founded on the individual's own sense of integrity. Any individual accepting the honor of serving NERVA must also accept the burdens of public disclosure and public scrutiny.

In our complex society, the overlap of volunteer work, business interests, governmental activity and family relationships often create potential conflicting interest. What is required is recognition of these conflicting interests when they arise, followed by a reasoned approach to their resolution.

Guidelines for acceptable conduct:

1. The business of NERVA is to be conducted in observance of both the spirit and letter of applicable federal and state laws.
2. NERVA properties, services, opportunities, authority, and influence are not to be used for private benefit.
3. Duty and loyalty to NERVA and its purposes should guide all conflict determinations whether in governance, advisory or programmatic roles. Honesty, candor, and a high degree of professionalism is the expected norm of participation both with NERVA and with each other. In cases of decision making, individuals will disclose the nature and extent of any actual or potential conflict of interest when it occurs and will avoid evaluating or voting on the matter.

CONFIDENTIALITY

It is compulsory for those serving NERVA to respect the confidentiality of deliberations made and information provided at board and committee meetings.



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DILIGENT REPRESENTATION

It is incumbent upon those persons elected by and / or representing a constituency to diligently communicate with that constituency on all relevant matters occurring at board or committee meetings and, conversely, to accurately inform the board or committee members of constituent issues or concerns. However, when acting in the role of a board or committee member, decisions should be made on the basis of what is in the best interests of NERVA, and the sport of volleyball as opposed to a particular constituent group.

CONFLICT OF INTEREST POLICY

I. INTRODUCTION

It is incumbent upon NERVA to conduct all its affairs professionally and with integrity. This includes a commitment to avoid conflicts of interest or apparent conflicts of interest. In order to assure that such conflicts, or apparent conflicts, are avoided a conflict-of-interest policy is herein established.

II. GENERAL DUTY IMPOSED

Directors on the Board of Directors and other volunteers serving NERVA shall perform their duties in a manner that each believes to be in the best interests of NERVA, and with such care as an ordinarily prudent person in a like position would use under similar circumstances. It is incumbent upon any NERVA Director or other volunteer, when acting in his or her NERVA capacity, to act solely for the benefit of NERVA and not for personal gain. This is a “fiduciary duty” and is strictly interpreted under the law. A person with a fiduciary duty cannot have a “conflict of interest”.

III. THE POLICY

- A. It is the policy of NERVA that any Director or other volunteer shall disclose any actual or apparent conflict of interest before engaging in any transaction in which the conflict exists. It shall be the continuing responsibility of Directors and other volunteers to scrutinize their respective NERVA engagements and personal relationships to identify actual, apparent or potential conflicts of interest and to report any such conflicts immediately.
- B. Directors who self-identify actual, apparent or potential conflicts of interest shall report the conflict to the NERVA Board of Directors through its Chair. Also, apparent or potential conflicts of interest identified by any member of the Board regarding another member of the Board shall be reported to the Board through its Chair.
- C. A person with an identified, actual, apparent or potential conflict of interest must abstain from participating in any voting activity related to the conflict. (The fact that a conflict of interest exists may not mean that it is material enough to be of practical importance, or if material, that



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upon full disclosure of all relevant information, it is averse to the interests of NERVA or will disqualify the person from involvement.)

CERTIFICATE

I have read the above Statement of Ethical Principles and the Conflict-of-Interest Policy of NERVA. I hereby acknowledge that I understand both and agree to be bound by them.

Dated: _____

Signature

Printed Name