
Conflict of Interest Policy

IOF Conflict of Interest Policy

All Council members, Commission members, Panel members, staff and others working in the IOF organisation will strive to avoid any conflict of interest between the interests of the IOF on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.

The purpose of this policy is to protect the integrity of the Organization's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of the IOF.

Examples of conflicts of interest include:

- 1 An IOF Council, Commission, Panel or staff member who also holds a position in a member or partner organisation of the IOF.
- 2 An IOF Council, Commission, Panel or staff member who has a personal relationship with an athlete, coach, organiser or other person affected by a decision-making process.
- 3 An IOF Council, Commission, Panel or staff member who has a business interest that may be awarded a contract to do work or provide products or services for the organisation or its members or partners.

Upon appointment, each person encompassed by this policy must make a [Transparency Statement](#); a full, written disclosure of interests, such as positions, ownerships and relationships that could potentially result in a conflict of interest. A compilation of such statements, within limitations of data protection regulations, will be published on the IOF webpage for transparency purposes.

In the course of meetings or activities, persons encompassed by this policy, will disclose any interests in a transaction or decision where there may be a conflict between the best interests of the IOF and the person's best interests, or a conflict between the best interests of two organisations that the person is involved with.

After disclosure, the person concerned must leave the room whereupon the other attendees must decide on whether the person has a conflict of interest, which makes the person ineligible to be part of further dealings. The person concerned shall be informed about the decision on this, and if found ineligible, continue to stay out of the room.

Any such disclosure and the subsequent actions taken must be noted in the minutes.

This policy is meant to supplement good judgment, and Council members, Commission members, Panel members, staff and others working in the IOF organisation must respect its spirit as well as its wording.

Date Adopted: 16 December 2024