

## Conflict of Interest Policy

- A.** Harleysville Baseball is a nonprofit, tax-exempt organization, which is organized, administered and conducted by volunteers. Maintaining its tax-exempt status is crucial to its continued success and financial stability. As such, all aspects of Harleysville Baseball must be conducted in compliance with state, federal and local laws, regulations and authorities. Because it is focused on youth baseball, the organization also depends on the public trust, and maintaining the support of the general community.
- B.** Due to its non-profit status, and the importance of public trust and support, Harleysville Baseball's Board of Directors, voting members and coaches have a fiduciary relationship to the organization, to each other, and to all participants in Harleysville Baseball. This fiduciary relationship imposes on the Board of Directors, voting members and coaches certain duties, including a duty of loyalty and fidelity, a duty to act in good faith, and a duty to always act in the best interest of Harleysville Baseball.
- C.** Pursuant to their fiduciary duties, the Board of Directors, voting members and coaches must administer the affairs and conduct the activities of Harleysville Baseball honestly and prudently, and must exercise their best care, skill, and judgment for the benefit of and in the best interest of Harleysville Baseball and its youth baseball program. All such persons shall at all times exercise the utmost good faith in all transactions, activities, operations, and other actions relating to their duties in Harleysville Baseball. Additionally, all such persons should avoid actual or perceived conflicts of interest that are contrary to or may be perceived as contrary to the best interests of Harleysville Baseball.
- D.** Actual or perceived conflicts for the Board of Directors, voting members and coaches can include the following: 1) soliciting payment or compensation of any kind for performing any role, activity or action that is normally or customarily related to Harleysville Baseball's youth baseball operation; 2) participating as an officer, administrator, or coach in any other youth baseball organization that directly conflicts or competes with Harleysville Baseball, and/or which is drawing or recruiting from the pool of players who are located within Harleysville Baseball's territory and who have participated at any level of Harleysville Baseball within the previous twelve (12) months; 3) using a position with Harleysville Baseball, or any related knowledge, resources, equipment or information, for any purpose other than to benefit Harleysville Baseball, or to benefit any other competing youth baseball organization, 4) using a position with Harleysville Baseball, or any related knowledge, resources, equipment or information for any personal benefit; or 5) taking any other action or role which the Board of Directors determines, in its sole discretion, to constitute a conflict of interest. The interests of Harleysville Baseball must be pre-eminent, and must guide and take priority in all decisions, activities and actions of its' Board of Directors, voting members and coaches.
- E.** All members of the Board of Directors, voting members and coaches must disclose any actual or potential conflicts of interest to the Board of Directors. Failure to do so will result in disciplinary measures up to and including, revocation of membership in Harleysville Baseball, prohibition from participation as a member of the Board of Directors, as a coach, or in any other official volunteer or other position within the organization. Any voting member shall recuse him or herself from voting on business that represents a conflict of interest, or in which they have any personal interest. This includes members of the Board of Directors when voting on any motion at the Board of Director level.