



ALBURY WODONGA FOOTBALL ASSOCIATION Inc
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Albury Wodonga Football Association

Conflict of Interest Policy

1. Purpose

The purpose of this Conflict-of-Interest Policy is to ensure that all officers, delegates, committee members, employees, and volunteers of the Albury Wodonga Football Association (AWFA) act in the best interests of the Association, free from improper influence, bias, or divided loyalty.

2. Scope

This policy applies to:

- Members of the AWFA Management Committee
- Member Club Delegates
- Subcommittee members
- Employees and contractors
- Any person participating in AWFA decision-making or representing AWFA in an official capacity

3. Definition of Conflict of Interest

A conflict of interest arises when a person's duty to act in the best interests of AWFA conflicts with, or could reasonably be perceived to conflict with:

- Their personal interests
- Their duties to another organisation
- Their financial interests
- Their relationships or external obligations

Conflicts may be actual, perceived, or potential.

4. Examples of Conflicts of Interest

Examples include:

- Roles in other football organisations, including NPL board member or coach positions
- Financial or personal benefit from AWFA decisions
- Family or close personal relationships affected by decisions
- Delegates with divided loyalty

5. Obligations

All persons must act solely in AWFA's best interests, declare conflicts, avoid influencing decisions, and comply with Committee directions.

6. Disclosure Procedure

Conflicts must be declared immediately and recorded in the Conflict-of-Interest Register. Individuals must abstain from discussion, voting, and leave the meeting unless they are asked to provide information.

7. Delegate Eligibility

Individuals holding influential roles in NPL clubs or sporting organisations with overlapping interests are ineligible to serve as AWFA voting delegates where ongoing conflicts exist.

8. Failure to Declare

Failure to declare may lead to disciplinary action, invalidation of decisions, suspension from role, or escalation to Football NSW.

9. Conflict of Interest Register

AWFA will maintain a confidential register recording all disclosures and actions taken.

10. Review

This policy will be reviewed annually or when required by legislative or governance changes.

11. Adoption

This policy is adopted by resolution of the Executive Committee under Clause 8 (b) and effective immediately.