

Conflict of Interest Policy for the ADWDA Inc.

Conflict of interest risks are an inevitable fact of organisational life, and can arise without anyone being at fault. Problems can arise where these risks are not properly managed.

The management of risk associated with any actual, potential or perceived conflict of interest situation is fundamental to ensuring the highest levels of integrity and membership trust, are achieved and maintained.

General Principles:

General principles to which ADWDA members in any official position should adhere:

Elected representative should:-

1. Take reasonable steps to restrict the extent to which a private interest could compromise, or be seen to compromise, their impartiality when carrying out their official duties.
2. Abstain from involvement in official decisions and actions that could reasonably be seen to be compromised by their private interests and affiliations.
3. Not use their official position or Society resources for private gain.
4. Ensure that there can be no perception that they have received an improper benefit that may influence the performance of the official duties.

Definitions:

An **actual conflict of interest** is one where there is a real conflict between a representative's duties and responsibilities, and their private interests.

A **potential conflict of interest** arises where a representative has private interests that could conflict with their ADWDA duties.

A **perceived conflict of interest** can exist where a third party could form the view that a representative's private interest could improperly influence the performance of their Association duties, now or in the future.

The term '**private interests**' includes not only a representative's own personal, professional or business interests, but also the personal, professional or business interests of individuals or groups with whom they are closely associated. This can include relatives, friends or even rivals and enemies. Private interests can be divided into two types: pecuniary and non-pecuniary.

Pecuniary interests involve an actual, potential or perceived financial gain or loss.

Non-pecuniary interests do not have a financial component. They may arise from personal or family relationships, or involvement in business, social or cultural activities. They include any tendency toward favour or prejudice resulting from friendship, animosity, or other personal involvement with another person or group.

Official duty of ADWDA Inc. elected representatives:

ADWDA elected representatives have a duty, at all times, to put the Association's interest above their own private interests when carrying out their official Association duties.