

CONFLICT OF INTEREST AND DISCLOSURE POLICY

June 2013

Introduction

Decisions by the directors, officers, staff, advisory committees, and others on behalf of Campton United Soccer Club ("CUSC") and CUSC's statements, publications, and recommendations may have far reaching significance and consequences. There are potential and real conflicts of interest that may affect an individual's opinion or may appear to make that opinion self-serving.

Conflicts of interest are present in situations that might not allow for impartial or objective determinations. These situations include but are not limited to relationships with providers of services and manufacturers of products, devices, industry or equipment.

CUSC does not wish to exclude individuals who are experts in given fields from participation in policy formulation or other activities on behalf of the organization merely because they have other relationships that may give rise to conflicts of interest. However, the validity of CUSC decisions and recommendations and CUSC's reputation are based on confidence in its integrity and the belief by members and the public that its policies are unbiased and based only on concerns for the best interests of the children and families it serves. For these reasons, strict adherence to the procedures for disclosure and resolution of real and potential conflicts of interest that follow is required.

Disclosure

It is required that all CUSC officers; members of the Board of Directors; members of advisory committees; consultants; faculty; employees; and others acting on behalf of CUSC openly disclose any real and potential conflicts of interest. Candidates for positions will be informed of and asked to comply with the CUSC's conflict of interest policy and procedures before they are hired or appointed.

It is required that appointed and elected members of CUSC entities and editors of publications will sign the Campton United Soccer Club Voluntary Disclosure Statement at the beginning of each term of service. When a real or potential conflict exists that may affect objectivity, the appropriate entity within CUSC should immediately be informed by the interested individual of the outside interest that gives rise to the conflict. The interested individual will under most circumstances be entitled to participate in the discussions on the matter after making full disclosure of the conflict to the CUSC entity that has the matter under consideration. However, the interested individual should participate in drafting statements and communications relevant to the matter ONLY after the conflict has been declared and if specifically asked to do so by the chairperson of the affected committee or CUSC entity. The interested individual should disqualify/recuse himself/herself from voting on recommendations or any other matter relevant to the outside interest giving rise to the conflict. Board members should also recuse themselves in decision making situations that directly involve their child(ren).

Restricting Those With Conflicts

If the chairperson of the affected committee or other CUSC entity finds that the circumstances surrounding the conflict warrant the imposition of greater restrictions than those outlined above, the interested individual may be excluded from some or all of the discussions on the matter under consideration or asked to resign from either the outside position giving rise to the conflict or the position affected by the conflict. If the conflict is *de minimis* (not likely to have any impact on the CUSC matter in question), the chairperson may waive some or all of the restrictions. In the event that the interested person is the chairperson, or a greater level of exclusion appears warranted (i.e., resignation), the Technical Director and the CUSC Executive Committee of the Board of Directors should determine the level of restriction. In the event of a dispute respecting the appropriate restrictions in any situation involving a real or potential conflict of interest with a CUSC matter, the Board of Directors shall have the final authority to determine whether, in fact, a conflict exists and how that conflict should be managed or resolved.

In all cases, conflicts and their restrictions and other disposition need to be officially documented in an appropriate set of minutes.

Publishing Disclosures

Authors submitting articles and content for CUSC communications (regardless of delivery media), including individuals identified as primary authors of newsletters or blast email communications, will be required with each submission to declare whether they have a conflict of interest or any outside relationship that might give rise to a real or apparent conflict of interest.

Such declaration will affirm that an author does not have a financial interest (i.e., employment, direct/indirect payments, stock holdings, retainers, consultantships, patent-licensing arrangements, honoraria, grants, or research support), or other involvement within the last three years with any commercial organization with a direct financial interest in the subject or materials discussed in the manuscript submission, or any other potential conflict of interest. If no conflict of interest is declared, a statement to that effect may be published with the article. Any disclosed conflict of interest may be published with the article at the editor's discretion. Reviewers of CUSC publications will be required to declare whether a conflict of interest exists for each manuscript reviewed, which declaration shall include a statement to protect the confidentiality of the manuscript until publication.

Acting on Behalf of Campton United Soccer Club

All officers, members of the Board of Directors, and others acting on behalf of CUSC must avoid being influenced by any conflict of interest when acting on behalf of the organization. This obligation includes an obligation to preserve the confidentiality of all information concerning CUSC that is not publicly known or disseminated. No one acting on behalf of CUSC should use privileged information to benefit personally or to gain advantage in opportunities competing with CUSC interests.

**VOLUNTARY DISCLOSURE STATEMENT
CAMPTON UNITED SOCCER CLUB (CUSC)**

I declare that if I have any direct or indirect financial interests, or any personal, family or other relationships **which conflict (or have the appearance of conflicting) with my duties, responsibilities, and exercise of independent judgment as** an officer, member of the Board of Directors, employee, or agent of Campton United Soccer Club , or as a member of an advisory committee or other body of the organization, or as a representative of CUSC to other public, private or governmental organizations, I shall voluntarily disclose that a conflict (potential or real) exists, will abstain from voting and from drafting policies or other communications on the CUSC matter which could be influenced by the conflict, and will take such other actions as may be deemed necessary or appropriate by the Board of Directors of CUSC under the circumstances then present to manage the conflict of interest. I have read the Campton United Soccer Club's policy entitled "Conflict Of Interest and Disclosure Statement" and I agree to comply with its terms.

2013

Signature

Print Name

Position - (Officer, Board Member, Advisory Committee Member, Employee, Other)

Representative To - (Other public, private or governmental organizations)

Date