

PART I: Conflict of Interest Policy for Pikes Peak Pickleball Association

The standard of behavior at the Pikes Peak Pickleball Association (PPPA) is that all staff, Officers and Board members scrupulously avoid conflicts of interest between the interests of the PPPA on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as the appearance of any conflict of interest.

With regard to this Conflict of Interest Policy, I understand that my duties as a PPPA Officer or Board member include:

1. Fiduciary Responsibilities for financial and legal matters, that I am responsible to care for the business interests of PPPA and its Membership, and that this fiduciary interest applies to all other Board responsibilities, and
2. Duty of Confidentiality, keeping private the business dealings of PPPA and related information from Board meetings and other company business.

As an Officer or Board member of PPPA, I understand that the purposes of this policy are to protect the integrity of the PPPA's decision-making process, to enable our membership to have confidence in our integrity, and to protect the integrity and reputations of staff and Board members. I understand that a serious or ongoing conflict of interest that impedes my ability to perform my PPPA Officer/Board member duties may result in my termination from the Board in accordance with PPPA bylaws Article III, Section 10. Now and upon or before election or appointment, I will make a full, written disclosure of interests, holdings, and relationships that could potentially result in a conflict of interest (**PART II**). This written certification and disclosure will be kept on file and I will update it as appropriate.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I, including my other business affiliations, my family, and/or my significant other, employer, or close associates will receive a benefit or gain (financial or other), or I have a conflict in competing loyalties, or I have a conflict in maintaining confidentiality in the business dealings of PPPA. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question or issue.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Signed: _____ Date: _____