



6.56 Conflict of Interest Policy for Key HEO Positions

1.0 INTRODUCTION

To manage real or perceived conflicts of interest in decision-making by restricting the holding of multiple key positions within HEO.

2.0 EFFECTIVE DATE

Effective: December 2021

Revised: March 2023

Revised: November 2023

3.0 DEFINITIONS

3.1 Board of Directors: The Board of Directors elected or appointed to run the HEO Not-For-Profit Corporation

3.2 HEO Members: The Voting Members (11 Districts and 3 Junior Leagues) and Non-Voting Members (HEO Director Members and Associate Members) of the Corporation

3.3 Director: an individual elected or appointed to serve on the Board.

3.4 HEO Referee-in-Chief: The individual appointed by the HEO Board of Directors to lead and manage the officiating program within the Branch.

4.0 APPLICATION

This policy supplements those currently existing in Junior/Minor League and Minor District/Association governance instruments such as Constitutions, Bylaws and policies.

Where the HEO policy varies from the League, District, or Association governance instruments, the HEO policy takes precedence.

4.1 Holders of the following key positions within HEO may not simultaneously hold other head positions of HEO organizations*:

4.1.1 Board Directors (by virtue of HEO's Bylaws)

4.1.2 HEO's Referee-In-Chief (by virtue of HEO Policy)

4.1.3 HEO's 14 voting members (three Junior Leagues, and 11 District Chairs)

4.1.4 HEO AAA League member of the Board of Governor's, HEO AAA League Executive and AA/A League Presidents

4.1.5 Junior Team owners, however, may hold the position of Junior League Commissioner with the approval of the Junior League's Board of Governors.

4.1.6 Minor Association Presidents may simultaneously hold the positions of Rep B League President or their respective House League President, with the approval of their District Council and/or Association executive.

4.1.7 HEO Staff may hold positions in HEO entities, provided the following conditions are met:

4.1.8 prior approval of the HEO Board is sought and given.

4.1.9 real or perceived conflicts arising from duties of the HEO and the volunteer positions are addressed through measures which may include but are not limited to delegation to other HEO staff.



4.2 SANCTIONS

Sanctions (as defined in HEO By-Laws and Policies) may be applied to individuals who do not comply with this policy.

***HEO recognizes that, particularly in minor hockey, volunteers can be at a premium, and some volunteers are required to hold multiple positions to successfully deliver programs. This policy focuses only on leadership positions and is not intended to restrict Minor District Chairs and Association Presidents from holding Minor League and District positions below that of head of the organization.**