



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

Beginning of the 2022-2023 season. Individuals occupying multiple positions as Commissioner, District Chair, and/or League or Association President where current terms exceed the start date of this policy must seek the HEO Board's approval to serve the balance of these terms.

3.0 Application

This policy supplements those currently existing in Junior and Minor League, and Minor District and 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.

A. Holders of the following key positions within HEO may not simultaneously hold other positions as head of HEO organizations:

1. Board Directors (by virtue of HEO's ByLaws)
2. HEO's Referee-In-Chief (by virtue of HEO Policy)
3. HEO's 14 voting members (three Junior Commissioners and 11 District Chairs)
4. Minor U18AAA, U15AAA and AA/A League Presidents

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

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.

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

- a. prior approval of the HEO Board is sought and given
- b. 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.



HEO recognizes that, particularly in minor hockey, volunteers can be at a premium, and some volunteers are required to hold multiple positions in order 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.