

Rowing SA 2026 Conflict of Interest Policy			
<b>Policy number</b>	COIP001	<b>Version number</b>	1
<b>Drafted by</b>	Andrew Swift / Christine Newberry	<b>Board approval on</b>	October 2025
<b>Person Responsible</b>	Andrew Swift	<b>Scheduled review date</b>	October 2027

### Purpose

This policy outlines the expectations and limitations surrounding conflicts of interest for individuals involved in the selection of crews or coaching of State Teams under Rowing South Australia. The intent is to ensure fairness, transparency, and integrity in all aspects of selection and coaching, while recognising the realities of our rowing community.

### Scope

This policy applies to all individuals seeking to be involved in State Team selection panels, coaching appointments, or any official role in the selection and preparation of State crews.

### Permitted Conflicts of Interest

Due to the interconnected nature of rowing in South Australia, the following affiliations are common and considered manageable, **provided they are fully disclosed**:

- Coaching at a Rowing Club
- Coaching at a School
- Coaching at SASI
- Holding the role of Head of Rowing, Director of Rowing, or Teacher in Charge at a School

Individuals may hold **one or more** of the above affiliations and still be eligible for selection and coaching roles, as long as they are disclosed during the nomination process.

### Prohibited Conflicts of Interest and Required Management

Certain conflicts of interest must be carefully managed or may result in ineligibility to ensure fairness in State Team selection and coaching appointments.

Individuals are **ineligible** to hold a selection or coaching role in the current cycle if they:

- Are **trailing or intending to trial** as an athlete for the State Team
- Are a **sponsor** of a prospective athlete

These conflicts cannot be managed and will render the individual ineligible for appointment, regardless of other roles or disclosures.

### **Family or Personal Relationships**

If an individual has a family or personal relationship with a prospective athlete (by blood, marriage, or de facto partnership), they may still be appointed to a coaching or selection role, provided that:

- The relationship is fully disclosed during the nomination process; and

- The individual abstains from all discussions, assessments, and decisions related to that athlete.

This ensures transparency while allowing experienced contributors to remain involved where the conflict can be appropriately managed.

**Conflict Disclosure, Oversight, and Management**

To uphold transparency and integrity throughout the selection process:

- All individuals nominating for coaching, selection, or official roles **must fully disclose** all relevant conflicts of interest as part of the nomination process.
- The Rowing South Australia Office will maintain a central Conflict of Interest Register and oversee the assessment and management of disclosed conflicts.
- Any permitted conflict must be recorded and monitored.
- Where abstention is required, clear boundaries and expectations will be set in advance.
- Failure to disclose a conflict of interest—whether intentional or inadvertent—will result in immediate removal from the appointed role and may affect eligibility for future appointments.

**Determination and Oversight**

Rowing South Australia retains the authority to determine eligibility based on the nature and extent of any disclosed conflict. The aim is to manage conflicts transparently and ensure the integrity of the selection process.

**Please Note: Rowing South Australia (“RSA”) will review this policy by no later than October of each year but may review and update the policy at any time and the publication or notification shall take effect in accordance with the RSA Selection Policy**

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