

2027 Conflict of Interest Policy

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. This includes members of the Coach/Selector Selection Panel (CSSP), Selectors (including the STSP – Masters), the Selection Ombudsman, State Team Coaches and team managers. Conflicts of interest of Directors are managed under the Rowing SA Constitution and Board policies, and those of Independent Appeals Tribunal members under clause 8 of the Rowing SA By-Laws.

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 **trialling or intending to trial** as an Athlete for the State Team
- Are a **sponsor** of a prospective Athlete
- Are nominating for a Selector or CSSP role for a State Team program in which a person with whom they have a family or personal relationship (by blood, marriage, or de facto partnership) is trialling or intending to trial

This applies **even if the individual has also disclosed a permitted conflict** (e.g. coaching at a club, school, or SASI). Once a prohibited conflict exists, the individual is **not eligible**, regardless of other roles.

Family or Personal Relationships – Coaching Roles

An individual who has a family or personal relationship (by blood, marriage, or de facto partnership) with a prospective Athlete may nominate for and be appointed to a Coaching role, whether or not they also hold a permitted conflict, provided that the relationship is fully disclosed during the nomination process and the individual abstains from all selection discussions, Coach input,

assessments and decisions relating to that Athlete. A Head Coach who is a voting member of a Selection Panel (for example, the STSP – Masters) is treated as a Selector for the purposes of this policy.

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. This includes both **permitted** and **prohibited** conflicts as defined in this policy.
- Conflicts that arise or change after the nomination process (for example, a relative nominating late, or a new coaching or sponsorship arrangement) must be disclosed to the Rowing SA Office in writing as soon as the individual becomes aware of them.
- The **Rowing South Australia Office** will be responsible for maintaining a central **Conflict of Interest Register** and will oversee the assessment and management of disclosed conflicts. The Register will be reviewed by the CEO and made available to the CSSP, the Chair of Selectors and the Selection Ombudsman. The Register will also be provided to the Rowing SA Board when it considers the ratification of State Team selections.
- Any conflict deemed manageable (e.g. permitted conflicts) must still be recorded and monitored.
- Where a conflict is disclosed that requires abstention from decision-making (e.g. a family relationship with a trialling athlete), clear boundaries and expectations will be set in advance.
- **Failure to disclose** a conflict of interest - whether intentional or inadvertent - will be reviewed by Rowing SA and may result in **removal** from the appointed role and affect eligibility for future appointments. Intentional non-disclosure may also be dealt with as a breach of the Code of Conduct under the Rowing SA Disciplinary, Complaints and Dispute Resolution Policy.

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. Eligibility decisions will be made by the CEO (or delegate) and communicated in writing with reasons. Where a matter concerns the CEO or a CSSP member, the decision will be made by the Board Chair.

Please Note: Rowing South Australia (“Rowing SA”) 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 Rowing SA Selection Policy