



## Conflict of Interest Policy

<b>Policy Name:</b> <b>OHF Conflict of Interest Policy</b>		<b>Date of Approval:</b> <b>2026-06-16</b>	<b>Activation Date:</b> <b>2026-06-16</b>
<b>Approved by:</b> OHF Board of Directors OHF Member Forum	<b>Linking To:</b>	<b>Replacing Previous Versions</b>	
<b>Review Cycle:</b> OHF Senior Leadership Team Annually with recommendations to OHF Member Forum and Board of Directors.			

### 1. PURPOSE

- 1.1 The Ontario Hockey Federation has established values, code of conducts and organizational expectations within its policies that it expects of the Associations that choose to be members of the OHF Members and those that are charged with the responsibility of operating those Associations as their Association Officials.
- 1.2 The Ontario Hockey Federation respects the role of its Member Associations and the individuals who serve in Association Official and Leadership positions within Hockey Canada sanctioned programming. Once approved as part of OHF and Hockey Canada sanctioned operations, Associations and Teams are expected to conduct themselves in a manner that aligns with the best interests of the Ontario Hockey Federation and is consistent with our values, codes of conduct, and organizational expectations.

### 2. DEFINITIONS

- 2.1 Capitalized definitions within this policy are based on definitions in the OHF Regulations unless specified within the definitions of this policy.
- 2.2 **Association Officials** - The directors, officers, owners, and leadership staff as designated for each Season by the Association in writing to, and in the manner and at the time prescribed by, the OHF Member and shall also include any other official of the Association designated in writing to and

accepted by the OHF Member or submitted to the Government of Ontario for government compliance.

- 2.3 **Leadership Position** – inclusive of but not limited to specific titles: Team Officials, On-Ice Officials, or third-party instructors that operate as a leader or operator of or within an Association.
- 2.4 **“Non-Sanctioned Programming”** includes all programming that is not sanctioned and covered under the Hockey Canada through the OHF, Members, registered Association and partners.
- 2.5 **“Non-Sanctioned Team”** includes Teams that are formed for the purpose of participation during the period of September through April that are not sanctioned under Hockey Canada.

### **3. TRANSPARENCY**

---

- 3.1 Association Officials and individuals in Leadership Positions within the Ontario Hockey Federation are required to comply with all By-Laws, Regulations and Policies and specifically compliance with the OHF Participant Transparency Policy.

### **4. CONFLICT OF INTEREST**

---

- 4.1 A Conflict of Interest exists when an individual who is an Association Official or holds a Leadership Position within the Ontario Hockey Federation (OHF), an OHF Member, or an OHF-sanctioned Association simultaneously operates in, is employed by, contracts with, owns, manages, advises, or holds any leadership, governance, or operational role in a Non-Sanctioned Program or Non-Sanctioned Team, or in any organization or program that competes with OHF-sanctioned programming for participants, teams, events, revenue, or influence.
- 4.2 Such a conflict exists whether the role is paid or unpaid, and whether the conflict is actual, potential, or reasonably perceived, including circumstances where the individual’s dual involvement:
  - 4.2.1 Creates divided loyalties or competing duties;
  - 4.2.2 Enables the individual to direct, solicit, influence, or divert participants, resources, or opportunities away from OHF-sanctioned programming;
  - 4.2.3 Solicits players to a divided loyalty; or
  - 4.2.4 Undermines the OHF’s values, transparency obligations, or organizational expectations.
- 4.3 For clarity, operating in two organizations at the same time includes holding any Association Official or Leadership Position within an OHF-sanctioned Association while concurrently holding any role (including but not limited to ownership, management, coaching, instruction, officiating, administration, consulting, or program delivery) in a Non-Sanctioned Program or Non-Sanctioned Team during the same season or operating period.

### **5. IMPLICATIONS OF VIOLATING CONFLICT OF INTEREST**

---

- 5.1 Association Officials and individuals in Leadership Positions, within the OHF that violate the principles of this OHF Conflict of Interest Policy will be subject to immediate dismissal from participation in OHF Programming for the season.
- 5.2 Re-entry of any individual to Hockey Canada Sanctioned programming, founded in violation of this OHF Conflict of Interest Policy, will require that they have shown they have divested the conflict of interest to be eligible for the following season.

- 5.3 Extreme violations may include sanctions or fines to the Association for non-compliance of Association Officials that flagrantly violate the OHF Conflict of Interest Policy.

## **6. PROCESS FOR ADDRESSING CONFLICT OF INTEREST ALLEGATIONS**

---

- 6.1 When an individual is defined by a Member or alleged to be in a conflict of interest and the individual is only registered with one Member the Member will handle the application of this Policy internally.
- 6.2 When an individual is defined by a Member or alleged to be in a conflict of interest and the individual is registered with more than one Member the Members involved will handle the application of this Policy or collectively refer situation to the OHF to manage.
- 6.3 All situations regardless of being managed by a Member or the OHF to following will be the process:
- 6.3.1 Individual will be notified of the conflict that is raised in writing and will be provided seven (7) days to provide a written response. If no response is provided by the individual within seven (7) days the individual will be indefinitely suspended from all Hockey Canada Sanctioned activities until such time as they have complied with the response.
- 6.3.2 A panel of three (3) individuals will review the allegation and the submission through a written hearing and render a decision within ten (10) days.
- 6.3.3 The individual will have the right to appeal to any decision in accordance with the By-Laws.