



Conflict of Interest Policy

Policy Name: OHF Conflict of Interest Policy		Date of Approval: 2026-04-26	Activation Date: 2026-05-20
Approved by: OHF Board of Directors OHF Member Forum	Linking To:		Replacing Previous Versions
Review Cycle: 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 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.