

25- Conflict of Interest Policy for the International Pencak Silat Federation (IPSF)

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Policy Title: Conflict of Interest Policy

Effective Date: [Insert Date]

Review Date: [Insert Date]

I. Purpose

The purpose of this Conflict of Interest Policy is to ensure that all activities and decision-making processes within the International Pencak Silat Federation (IPSF) are conducted in a manner that upholds the integrity of the organization. This policy aims to prevent any situation that may lead to actual or perceived conflicts of interest, thereby promoting trust and transparency among members, athletes, and stakeholders.

II. Scope

This policy applies to all members of the IPSF, including but not limited to:

- Board members
- Employees
- Coaches
- Referees-Jurors
- Officials
- Volunteers
- Any other individuals representing the IPSF

III. Definition of Conflict of Interest

A conflict of interest arises when an individual's personal interests, including financial interests and affiliations, may influence their actions, decisions, or responsibilities within the organization. This includes, but is not limited to:

- Financial investments in entities that may benefit from decisions made within the IPSF.
- Personal relationships that could affect impartiality in decision-making.
- Participation in external organizations that may create divided loyalties.

IV. Policy Guidelines

1. Disclosure of Interests:

- All individuals covered by this policy are required to disclose any potential conflicts of interest as soon as they arise. This includes any

personal, financial, or professional relationships that could influence their decision-making.

2. Review Process:

- The IPSF Board or designated Ethics Committee shall review all disclosed conflicts of interest to determine if a conflict exists and what actions may be necessary to mitigate it.

3. Recusal from Decision-Making:

- Individuals with a conflict of interest shall recuse themselves from any discussions or decisions related to the matter in question. This includes abstaining from voting or influencing discussions where a conflict is present.

4. Documentation:

- All disclosures and decisions made regarding conflicts of interest shall be documented in the minutes of the relevant meetings and maintained in the IPSF's official records.

5. Training and Awareness:

- The IPSF shall provide training to all members regarding this policy to ensure understanding and compliance.

6. Reporting Violations:

- Any member who becomes aware of a potential conflict of interest that has not been disclosed should report it to the appropriate authorities within the IPSF.

V. Enforcement

Violations of this Conflict of Interest Policy may result in disciplinary action, which may include, but is not limited to:

- Reprimand
- Suspension from participation
- Removal from positions held within the IPSF

VI. Amendments

This policy may be amended at any time by the IPSF Board. All amendments will be communicated to members and stakeholders promptly.

VII. Conclusion

The International Pencak Silat Federation (IPSF) is committed to maintaining the highest standards of integrity and accountability. By adhering to this Conflict of Interest Policy, we will foster an environment of trust and transparency that supports the growth and development of Pencak Silat as a global sport.