

NCBOA Conflicts of Interest Policy

Background

The Northern California Basketball Officials Association (NCBOA) promotes and maintains standards for performance that strive for the highest levels of professionalism and service to our clients. This Conflicts-of-Interest Policy is to ensure that the NCBOA officials work games in a manner so as to maintain independent and objective officiating.

Policy

The NCBOA shall use its best efforts not to assign members to games where an actual or potential conflict of interest exists.

Procedure

NCBOA members are required to sign an annual statement that identifies any relationship that presents an actual or potential conflict of interest with any school the NCBOA services. The member should consider previous, active, and anticipated relationships when completing this annual statement. This statement applies to schools to which the NCBOA provides services. For the purposes of this statement, the term “family member” is defined to mean a member’s spouse, domestic partner, cohabitant, sibling, child, or step child.

Members shall disclose, by no later than May 1st for the following season, the following information with respect to schools/leagues serviced by the NCBOA:

- Member has attended or graduated from a school in a league serviced by the NCBOA within the previous 15 years;
- Member currently has a family member attending a school in a league serviced by the NCBOA;
- Member has a family member who, within the previous 4 years, played any sport for a school in a league serviced by the NCBOA;
- Member, or any family member, currently is working, or has worked within the previous 4 years, as a paid employee with a school serviced by the NCBOA;
- Member, or any family member, currently is regularly volunteering, or has within the previous 4 years regularly volunteered, with a school serviced by the NCBOA;
- Member, or any family member, currently is, or has within the previous 4 years been, an athletic director or basketball coach at a school serviced by the NCBOA;

- Member, or any family member, has a business relationship with a school in a league serviced by the NCBOA;
- Member, or any family member, has a business or social relationship with an athletic director or basketball coach of a school in a league serviced by the NCBOA;
- Member has any other actual or potential conflicts of interest with respect to any school in a league serviced by the NCBOA.

The NCBOA President shall appoint a subcommittee (“Conflict Subcommittee”) to be approved by the Executive Committee whose roles are to (1) prepare a disclosure statement for the NCBOA’s members to complete and submit to the Conflict Subcommittee on an annual basis, (2) review the members’ disclosure statements, and (3) make recommendations to the President and Assigning Subcommittee as to members who are determined by the Conflict Subcommittee to have an actual or potential conflict of interest for specific teams/leagues for game assignments.

Eligibility for assignments where an actual or potential conflict of interest has been identified will be determined by the Conflict Subcommittee.

A member who has been determined to be ineligible for any game assignment shall have the right to appeal such determination to the Executive Committee.

If any NCBOA official is prohibited from working any school, league, or team due to this conflict of interest process, that prohibition and other information relating to the prohibition is confidential and is not to be published or communicated to anyone other than the Assignors specifically involved, the Conflict Subcommittee, the Assigning Subcommittee, and the Executive Committee.