



## OWPOA Conflict of Interest Agreement

Unless the athletic directors of the schools involved in the contest and the assignor agree, no official shall participate as a game official for a varsity contest when:

- The contest involves a school attended by the official's children, step-children, grandchildren, etc.
- The contest involves a member of the official's immediate family.
- The contest involves a school employing the official or an immediate family member of the official.
- The contest involves a school from which the official has graduated within the last four years.
- The contest that may affect the standings of the official/coach's team; or where the official has a vested interest in the outcome of the contest.
- There are other factors or relationships between the official and a participating school, team or player, that in the judgement of the assignor or the official, might give rise to the appearance of a conflict of interest.

Any official/coach may:

- Officiate a different competitive division.
- Officiate a different gender classification if coaching one gender only, upon approval of the participating schools athletic director and the assignor, if the competitors are within the same league as the official/coach.
- May officiate competitions not involving league/playoff standings.

Immediate Family member includes: Spouse, parents, grandparents, children, grandchildren (including adopted and step), brothers, sisters, mother and father-in-law, brother and sister-in-law, daughter and son-in law, nieces, nephews and cousins.

School includes: Any fixed contract employees assigned school(s).

Signed: \_\_\_\_\_

Dated: \_\_\_\_\_