

## **CONFLICT OF INTEREST POLICY**

### **1 Potential Conflict**

“Potential Conflict” means:

- (A) Performance by a family member (i.e. spouse, parent, child, sibling);
- (B) Performance by a person paying you cash or other compensation (e.g. for “coaching”, “organizing”, or other similar activities relating to freediving); provided, however, that this shall not apply to freediving instructors where less than 5% of annual income relating to freediving instruction comes from the athlete in question (*i.e.* merely teaching a course that includes an athlete in general will not create a conflict of interest with that athlete), or to sales of equipment (e.g. nose clips, mono fins) at market prices;
- (C) Performance by a “business partner”: a person who is an officer, director or shareholder of an enterprise (other than AIDA or a not-for-profit AIDA Member) in which the judge is also an officer, director or shareholder.

### **2 Prohibition for Judges**

No AIDA judge may:

- (A) Judge an athlete where a “Potential Conflict” situation exists.
- (B) Be the president/lead judge at a competition in which judging any athlete in the competition would create a “Potential Conflict”.
- (C) Have his/her judge status counted toward whether a competition has world record status at a competition in which judging any athlete in the competition would create a “Potential Conflict”.

### **3 Prohibition for Officers**

In order to avoid the appearance of impropriety and to maintain the integrity of AIDA, no Officer shall take or request cash or other compensation from an athlete in connection with “coaching”, “organizing” or similar activities relating to freediving; provided, however, that this shall not apply to freediving instructors where less than 5% of annual income relating to freediving instruction comes from the athlete in question, or to sales of equipment (e.g. nose clips, mono fins) at or below market prices.

AIDA Executive Board - Lausanne Lausanne, May 7, 2010