

Monitoring and control of policy shall be as described within the policy statement, document, or as required by the constitution.

### Monitoring of the board

The right mix of skills, organisation and leadership from the president is crucial, therefore the criteria for evaluating the board shall be based upon each individual's contribution to their position as well as contribution made to the governance, administration or development of the sport as a whole.

Evaluation shall be at corporate, board and individual director level, and include non-financial as well as financial contributions as part of the evaluation.

The president shall reserve the right to request individual directors to fulfil their obligations in line with the codes of practice as outlined by the procedures of Weightlifting Ireland as amended from time to time.

Any director failing in his or her duties to the association or their role as director of the association shall face disciplinary action;

For minor misconduct, this shall be in the form of a verbal warning. Should there more than three verbal warnings given to any one director within a 6 month period, a Written warning shall be provided.

Should a third written warning be given to a director within his or her elected period of 1 year from the AGM, that director shall be removed from their position on the board in line with the disciplinary process described herein.

### Disciplinary procedure

There shall be three categories of misconduct for which a director may be disciplined.

Minor – if found to have committed a minor misconduct offence, the director shall receive a verbal warning.

Major - if alleged to have committed a major misconduct offence, the director shall be called before a panel of suitably trained individuals either internally or externally sourced at the behest of the majority vote of the board of directors. Such disciplinary shall result in a written warning if the director is deemed to have committed a major misconduct offence.

Gross - if alleged to have committed a gross misconduct offence, the director shall be called before a panel of suitably trained individuals either internally or externally sourced at the behest of the majority vote of the board of directors. Such disciplinary shall result in a termination of the director in relation to the association.

It will remain at the discretion of a majority vote by the board of directors if further legal proceedings should be undertaken for any civil action, where there is reasonable grounds to suspect that a director has committed a criminal offence, either by intent or negligence, then the board are required to provide all evidence to the Garda and or PSNI depending on the nature and location of the alleged offence.

The severity of the offences and category of offence shall be as determined by majority vote of the board of directors based on the circumstances in which such a decision has been required.

## **Conflict of Interest**

Members of the Board of Directors are expected to maintain at all times relationships and practices in their activities that are legal, ethical and morally correct.

Further, it is expected that Directors with responsibility for the administration of funds, property, or services will conduct association business in a manner that will not impinge upon the association, and will withstand the sharpest scrutiny by those who would seek to find wrong doing.

To ensure propriety and avoid even the semblance of wrong-doing, such directors must follow the practice of full prior disclosure in writing to the board of directors of any association, relationship, business arrangement, or circumstance that might suggest to disinterested and objective persons that decisions were made contrary to the best interest of the association and for personal or financial gain or the gain of family, close friends, or non-association business associates at the expense of the association.

Actions that might be seen as questionable may be judged to be entirely proper by the Board of directors if the rule of full prior disclosure is followed. If, however, interests and actions by Directors responsible for the administration of association funds, property, or services are deemed to be in conflict of interest, appropriate judicial action or binding agreement will be necessary to preclude any potential problems.

Directors who have questions or concerns about how this specific policy might apply to them are urged to contact the governance director. All inquiries will remain confidential.