

**ISAF RACE OFFICIALS COMMITTEE  
CONFLICT OF INTEREST RULINGS**

**ALL DECISIONS AS OF 20 FEBRUARY 2014**

Date	Race Official	Request	Decision of Working Party
31/01/2011	Charlotte Greppe IJ IU (SWE)	<p>Since the previous Olympics I have not coached any sailors. The only teaching I have done is racing rules for judges, kids and parents.</p> <p>Now my club the Royal Gothenburg want to do improve our better sailors racing rules knowledge. The plan is to have evenings with racing rules lectures including hearing procedures for the fleet race sailors and racing rules plus calls for the match race sailors.</p> <p>I have been asked to hold some of these lectures and I will be judging and umpiring the same sailors later this year.</p> <p>Will this qualify for conflict of interest?</p> <p>Is there any difference if the club pays a fee or not?</p>	<p>No Conflict.</p> <p>The work is for the general membership and without pay. This type of training by RO's should be encouraged.</p> <p>Payment to 'train' certain individual sailors or small groups – especially if the payment/job is linked to performance of those sailors – is a conflict. More specific details required.</p>
20/02/2013	Mike Butterfield IJ IU IRO (GBR)	<p>I have been appointed to the Jury for the 420/470 Junior Europeans in August 2013.</p> <p>I am a none active member of the Host Club Pwllheli Sailing Club, I have never sailed there but have acted as Race Officer for events in the past, and dealt with protests, and given lectures on the RRS to open sessions.</p> <p>The PRO for the event Adrian Stoggall is a member of a club I am Vice Commodore of. This in a none active club, (Royal Dee Yacht Club) and not the main club of Adrian and he has only ever some years ago attended one dinner.</p> <p>Adrian is the chairman of the Race Management Committee in GBR and I am the Regional Race Management coordinator for N Wales only.</p>	<p>No conflict.</p>

		<p>I have no connection with the classes involved nor the competitors.</p> <p>There will be 8 on the full Jury I believe, so could easily not be involved in Redress Hearings if it were thought best.</p> <p>I had intended to declare this the the Jury Chair, so as to ensure I was not an “interested party”</p>	
20/02/2013	Henry Menin IU (ISV)	<p>I am a Technical Advisor to the Women's International Match Race Series that will begin in June. There are 5 events in the Series. Each of the events has their own OA which produces their own NoR, SIs, invitation policy, etc. The WIMRS only requires that there be at least 12 places for competitors at each event. In addition, the WIMRS provides a prize pool of money for the eventual winner of the Series and sets forth requirements for eligibility to participate in the winning of money in the prize pool. The WIMRS also offers expertise and assistance to the individual events in any organizational functions that they may request, plus, they will give some events some supplement to their own prize money.</p> <p>May I act as an umpire at any of those events?</p>	<p>No conflict. Yes you may act as a umpire. However you should advise the OA and Jury chair of your affiliation with WIMRS</p>
21/02/2013	Mike Urwin IJ IM (GBR)	<p>My job is the Technical Director of the Royal Ocean Racing Club. My employer is Seahorse Rating Ltd (SRL), a company wholly owned by the RORC.</p> <p>As part of my job, I am joint Chairman of the IRC Technical Committee with responsibility for maintenance and development of the IRC Rating Rule and the (confidential) maths used to calculate the TCC of each IRC rated boat. I am also an IRC measurer.</p> <p>Owners of IRC rated boats pay certification fees to Seahorse Rating Ltd for issue of their IRC certificates.</p> <p>I am an International Measurer for IRC and an International Judge.</p> <p>Questions:</p> <p>In respect of myself:</p> <p>1. Appendix A, Part 1, asks:</p>	<p>1.(a). May accept invitation. Should be declared. If case involved the rating of a boat, then should only act as expert witness and not be a member of the decision panel.</p> <p>1(b). An EI has no authority to penalise (normally). Nothing therefore should prevent acting as an event EI. Maybe different if a particular aspect has been an issue when an IRC certificate was issued.</p> <p>2. Should be declared and do not become involved in a case where the actions of the MNA are an issue.</p> <p>3. Potentially, yes. This is the same situation as any other boat measurer acting as an event race official.</p> <p>4. No change to 1(a) and (b) above.</p> <p>5. Only if the one design rating is being challenged. Then avoid as in 1(a).</p>

		<p>Do you have or have you ever had any involvement, including financial, with or a relationship, either personal (including being related to) or professional (other than that expected at an event); with?</p> <p>Given that I implicitly have a professional relationship with the owner of every boat holding an IRC certificate, do I have a Conflict of Interest:</p> <p>a) acting as a member of an International Jury at an IRC event?  b) acting as an Equipment Inspector at an IRC event?</p> <p>2. IRC is managed internationally through 'IRC Rule Authorities' which are often the MNA in a country. There is therefore a commercial arrangement between SRL and those MNAs. In my capacity as a Director of SRL, does this create a potential conflict of interest?</p> <p>3. If I have measured a boat for IRC rating purposes, that boat's owner will have paid measurement fees to SRL. Do I have a potential conflict of interest in respect of that boat specifically?</p> <p>4. If I have conducted a formal review of a boat's IRC certificate (for which no separate fee is payable), do I have a potential conflict of interest in respect of that boat specifically?</p> <p>5. On occasion, boats of one-design classes are issued with 'IRC One-Design Certificates' through their Class Associations and on payment of a fee to SRL. Do I have a potential conflict of interest in respect of any of these boats or with that Class Association?</p> <p>6. In my professional capacity, I sit on various RYA Committees. Do I have a potential conflict of interest in respect of that association with the RYA?</p> <p>In respect of others:</p> <p>7. An IRC measurer measures a boat. That boat pays a fee to SRL which pays the measurer. The measurer is acting solely as a measurer under our instructions and in accordance with defined measurement practices. Does the measurer have a Conflict of Interest with that boat or any other IRC rated boat?</p>	<p>6. Being a committee member of an MNA does not create a conflict of interest unless the terms of reference of that committee include the performance (assessing or improving) of boats or competitors at events.</p> <p>7. As 1(a).</p> <p>8. Yes. Offering optimisation advice creates a conflict of interest. This should be treated the same as 'coaching'.</p> <p>9. As 1(a) with regard to any boat that has had her rating certificate affected by any actions as an EI.</p>
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21/02/2013	Marina Psychogiou IJ IRO (GRE)	<p>I am working for Oman Sail and my job includes:</p> <p>Greeting and organizing a national sailing pathway and a racing structure, at the moment for the youth but eventually for all levels of sailing</p> <p>Developing race officials who will be officiating in our national events and also managing the international events that we are hosting</p> <p>Consulting the youth and women's sailing programs. This includes the early stages of the sailing pathway and specifically, identifying talent in sailing schools and running of sailing clubs across the country where sailors sail on their own free time. When they get on to a racing level they move under another person (Rashid Al Kindi)</p> <p>I am also a member of the board of the Oman Sailing Committee, the Omani MNA, in charge of Race Officials.</p> <p>Please let me know if there is a conflict of interest. I remain at your disposal for any further information or clarification.</p>	<p>Minor Conflict.</p> <p>Provided that she is working full time for the MNA and paid by the MNA. If her association with the MNA were part time or occasional, or not paid, the level of Col could be less or even nothing.</p> <p>Her job is not coaching sailors who might be sailing in the events where an IJ would be constituted.</p> <p>Being a board member of a MNA itself is not Col, but sometime it would be depending on the role of which the RO is in charge and the level of association.</p>
21/02/2013	Paul Pascoe IJ (AUS)	<p>I have been an IJ since 1994, and my daughter is a NJ in AUS (and aspiring to be an IJ). We have discussed this between us, and generally we think that it is probably not a good idea to serve on Juries together. We have done a couple of club ones as we figure that it was better to have an IJ &amp; NJ on the panel rather than dragging anyone with a pulse</p>	No conflict

		<p>from out of the bar at the club.</p> <p>My daughter has not lived with us for several years, lives 1000km from us, so it doesn't happen very often, but would be interested to get an opinion on how ISAF feels about a father/daughter combination sitting on the same panel. The perception from the sailors may be that I would have undue influence over another panel member, but anyone who knows my daughter would know that this is not the case (she is a readhead!). There are quite a few husband/wife combinations, but I think father/daughter may be perceived differently by sailors.</p>	
21/02/2012	Takao Otani IJ (JPN)	<p>I have been preparing 2013 Blind sailing Worlds (May 2013 Japan) as an Assistant Technical Delegate appointed by IFDS</p> <p>I also will be acting as Vice chairman of the Jury team.</p> <p>I am planning to resign from my Assistant TD position before the 1st race.</p>	<p>Can be a jury member but excuse yourself from any hearing involving the OA.</p> <p>ATD position is an overview of the Championship and to ensure it runs smoothly. Resigns from this position before the first race day and does not have any interaction with JPN competitors.</p>
22/02/2013	An IJ	<p>Has the member of board (or chairman of the board) of MNA (not paid position) conflict of interest when participating at SWC or ISAF or other sailing events as member of international jury?</p>	<p>Refer to the 23/09/2013 decision</p>
20/02/2013	Masaaki Tanaka IJ IU (JPN)	<p>The match racing association in Japan (JYMA; Japan Yacht Match-Race Association) is asking me to join their board of directors as the vice-president.</p> <p>I will not be paid by JYMA.</p> <p>The roles they expect me are overseeing administration of JYMA, providing them of information of match racing overseas, and Rules lectures for sailors. And I will be an umpire (often as the chief umpire) for the events they organize as usual.</p> <p>Because match racing in Japan had slowed down obviously for last two years, JYMA will have new president in order to turn around the down trend. The new guy has asked me to join the board. I would be very much willing to help him and match racing in Japan.</p> <p>However, I'm just concerned if it might be conflict of interest when I work</p>	<p>Minor conflict. Yes you may act as a umpire. However you should advise the OA and Jury chair of your affiliation with JYMA.</p> <p>For the Asian Games or similar level events must not undertake any coaching or Call guidance to the JPN Team.</p>

		<p>as an IU. For example, if I were to be appointed for Asian Games where match racing is in the sailing competition, would my position in JYMA be conflict of interest ?</p> <p>If it were a conflict of interest and it would restrict my activities as an IU, then I would decline the request from JYMA for me to join their board.</p>	
20/02/2013	Elena Papazoglou IRO (CYP)	<p>Yiannis Papazoglou has been asked to be the PRO of the ISAF YOUTH Worlds 2013, which will be held in Limassol. Yiannis is also one of the coaches of Limassol Nautical Club.</p> <p>I, Elena Papazoglou have also been asked to be the Competition Manager of the same event. I am the Technical Advisor of the Cyprus Sailing Federation, a paid employee of the MNA.</p> <p>We kindly ask you to check whether there is a Col for both of us, before we accept the above mentioned positions during the Event.</p>	<p>Yiannis Papazoglou: Awaiting further information. Elena Papazoglou: No conflict.</p>
20/02/2013	Elena & Yannis Papazoglou IRO (CYP)	<p>Yiannis Papazoglou has been asked to be the PRO of the ISAF YOUTH Worlds 2013, which will be held in Limassol. Yiannis is also one of the coaches of Limassol Nautical Club.</p> <p>I, Elena Papazoglou have also been asked to be the Competition Manager of the same event. I am the Technical Advisor of the Cyprus Sailing Federation, a paid employee of the MNA.</p> <p>We kindly ask you to check whether there is a Col for both of us, before we accept the above mentioned positions during the Event.</p>	<p>Yiannis Papazoglou: 3. Minor Conflict. Should not call the line if sailors that you have coached are sailing in the event.</p> <p>Elena Papazoglou: No conflict.</p>
06/03/2013	John Kirkjian IJ (AUS)	<p>As a number of my family will be involved in this year's Rolex Sydney Hobart Yacht Race I wish to avoid any question of my impartiality as Chairman of the Rolex Sydney Hobart International Jury, therefore I would appreciate an interpretation from ISAF pursuant to Regulation 34.3 in view of the following circumstances:</p> <ol style="list-style-type: none"> <li>1. I have been a member of the Cruising Yacht Club of Australia since 1979 and served as a member of the Club's protest committee since 1980.</li> <li>2. I have served as a member of the Sydney Hobart Yacht Race</li> </ol>	<p>There is a major conflict between your position as a member of the International Jury and your son's participation in a division that can win the overall trophy.</p> <p>You must decline your invitation to be a member of the International Jury of the 2013 Rolex Sydney to Hobart Race.</p>

		<p>Jury since 1987 and I was appointed Chairman of the Sydney Hobart International Juries after I was appointed an International Judge in 1993 missing only the Races in 1998 and 2012</p> <p>3. I am aware of the ISAF recommendation that an International Jury's Chairman should be a non national, however my appointments have been the Organising Authority's wishes and decision.</p> <p>4. My son Sean Kirkjian is an ISAF Grade 3 professional sailor and to date has sailed in numerous yacht races and in particular 16 Sydney-Hobart Races sailing on such boats as Ragamuffin, Victoire, Shogun, 97, Yendys etc.</p> <p>5. Sean will be sailing in this year's Rolex Sydney Hobart Yacht Race as one of a number of professional helmsmen on the yacht Jazz (this boat's name may be changed by its new owner).</p> <p>6. I have not, nor would I ever take part in any protest hearing involving a boat that employs him as a member of its crew.</p> <p>7. Details of the International Juries that I have had the privilege of serving on as a member are on my record with ISAF.</p>	
07/03/2013	An IJ	<p>My wife is not an ISAF race official although highly experienced in many race committee support roles. She was an NTO at the Paralympics. She frequently accompanies me to regattas and is often asked to assist organisers.</p> <p>1) With measurement - my wife handled measurement reception and paperwork. She has been involved in physical measurement of sails, black band on booms etc.</p> <p>2) With race management on the water at various events -</p> <p>a) assisting with recording and timekeeping or b) with VHF communications in English.</p> <p>3) As Jury Secretary</p> <p>Questions as follows</p>	

		<p>1) Measurement.</p> <p>In all cases my wife was working under the direction of an appointed event measurer. What level of COI is considered to exist and should she continue either</p> <p>a) assisting with physical measurement of boats and or equipment b) controlling measurement reception and documentation.</p> <p>2) Race management.</p> <p>In all cases my wife was working under the direction of the appointed PRO. What level of COI is considered to exist in either case a or b.</p> <p>Could she accept appointment as a member of the race committee?</p> <p>What level of COI would be considered to exist in these circumstances.</p> <p>3) Jury Secretary.</p> <p>In all cases my wife was working under the direction of the Chairman of an International Jury of which I was a member and never for me as chairman. Could she accept appointment as jury secretary to a protest committee chaired by another judge. What level of COI would be considered to exist.</p> <p>In all cases (should she be permitted to continue in any of these roles), should this be noted on the event noticeboard.</p>	<p>Questions 1 and 2 - Level 3 – Minor Conflict</p> <p>OK to accept but should not sit on any cases of redress from action of race committee or measurement committee irrespective of direct involvement of his wife. This should be declared at the start of any such hearing. This should be published on the ONB</p> <p>Question 3 - No Conflict</p>
12/03/2013	Rob Lamb IRO (GBR)	<p>Can you advise on my position as the Class Race Director (the senior race official at an event) for the RS:X Class please with respect to conflict of interest?</p> <p>I currently sit on the RSX technical committee. This is responsible for reviewing Class Rule amendment proposals and for producing Notice of Race and Sailing Instructions. The other members of the Technical Committee are currently the Class Secretary, Ilker Bayindir (IRO and IJ TUR) as the chairman, Bas Edmonds (IM GBR) and Andrus Poksi (IJ EST) who is also the newly appointed Vice President of the Class. We all officiate at major RSX events, myself in race management, Bas as the Chief Measurer and both Ilker and Andrus as part of the International</p>	No Conflict



		<p>Jury.</p> <p>For the past few months I have also been co-opted as a non-voting member to the Executive committee primarily to assist Ania Graczyk-Stankiewicz, the new Class Secretary, with the organisation of the recent Worlds in Brazil following the unstable times of the class and resignation of Rory Ramsden who organised the events in the past. I anticipate that I will relinquish this role very soon as this event is now over and I do not have any desire to be involved at this level in the Class.</p> <p>I do not believe that there is any conflict of interest with my role as the Class Race Director when sitting on the Technical and/or the Executive Committee since any involvement with the class itself can never influence the race management. However I would be very grateful for your opinion.</p>	
20/03/2013	Drazen Zdelare IRO (CRO)	<p>I am currently the ISAF International Race Officer. In same time I'm also President of Sailing Club. The Club is the Organizer of the race for the big boat (one of biggest in Croatia) and I usually serve as PRO (race committee chairman) and a member or Chairman of the Protest Committee (as per MNA regulations)</p> <p>If I'm in a conflict of interest if perform all of these functions simultaneously?</p>	<p>Yes, there is a Conflict of Interest.</p> <p>Should not act as both PRO and Chairman of the International Jury or Protest Committee. Also should not be a member of an International Jury if excusing himself from a hearing would mean the IJ is no longer properly constituted.</p>
25/03/2013	<p>Lance Burger IJ (RSA)</p> <p>Alan Keen IJ (RSA)</p>	<p>Both Alan Keen (IJ) and I have been appointed to International Jury for the 2013 Optimist African Championships in August 2013.</p> <p>The South African team has its final selection regatta this Easter weekend for the African Championships. We have both been asked to serve on the protest committee for the selection regatta.</p> <p>I have read the recent guidelines on Conflict of Interest and am not sure where it fits in. It does not fall under Regulation 25.8.5 (as the Optimist African Championships is not one of the events listed in the regulations), but the same reasoning would apply.</p>	<p>No Conflict.</p> <p>However, this is based on the information provided. If there is any further information regarding relatives sailing in the events or any coaching of any sailors in the events please provide that to the COI WP for further review.</p>

25/04/2013	John Doerr IJ IU (GBR)	<p>Declaration of Interests – John Doerr (GBR IJ and IU)</p> <p>This declaration is somewhat tardy as I have had a few medical issues to deal with since the beginning of the year that were finally resolved for the foreseeable future by surgery on 8 March 2013.</p> <p><u>Rules Education</u></p> <p>From time to time I have delivered rules education to groups of sailors, race officials and coaches. This generally takes the format of session for between 10 and 100 people. This does not include coaching individual sailors or the crew of single boats and is not related to particular events. The following lists the organisation that I have delivered this work for in the past few years and the total time involved. This is a paid activity with fees set at moderate rates. It is my intention to continue these educational activities and do not believe that this creates any conflict.</p> <ul style="list-style-type: none"> <li>• The Royal Yachting Association – 3 days per year</li> <li>• The UK Sailing Academy – 1 day per year</li> <li>• The Chinese Sailing Federation – 5 days (in 2010)</li> <li>• The Spanish Sailing Federation – 2 days (in 2004)</li> <li>• A number of yacht clubs – no more than 1 each per year (mostly my own club for no fee)</li> </ul> <p><u>Expert Witness for Team GBR Sonar</u></p> <p>Arising from an incident at the Paralympic Games in 2012, I am acting as an expert witness called by GBR Sonar for a matter that will be heard by the Court of Arbitration for Sport. This was declared to ISAF immediately the situation arose. I am not receiving any fees for this. I have not advised GBR Sonar how to proceed since the event. I did advise GBR Sonar of their options at the event in September 2012 (but not with regard to the CAS), again for no fee.</p> <p>I do not believe that acting as an expert witness creates a conflict of interest as I have no interest in the outcome of the case.</p> <p>If you have any further questions about these activities, please do not hesitate to ask.</p>	<p>No conflict in either case.</p> <p>In the first situation there would only be a conflict if individual teams or competitors were being coached.</p> <p>In the second situation, there is no vested interest in the outcome of the case.</p>
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02/05/2013	Alan Keen IJ (RSA)	<p>I am writing to obtain clarification on a possible conflict of interest at the Laser 4.7 and U21 Youth World Championships to be held in Hungary in July 2013.</p> <p>I have been invited to be the Vice-Chair and Chair on the International Jury at these two events respectively. My wife, Millicent Keen, has been invited to accompany me to the event to assist on the Race Committee boat at both events.</p> <p>I can foresee a possible perceived conflict of interest should a situation arise where there is a request for redress that involves the actions or omissions that occurred on the Race Committee boat where my wife was present. It is my intention that if such a situation were to arise that I would not participate in that hearing.</p> <p>I am not aware of any other possible conflicts of interest at these events.</p>	<p>Level 3 – Minor Conflict</p> <p>OK to accept and as proposed. Alan should not sit on any cases of redress from action of race committee irrespective of direct involvement of his wife. This should be declared at the start of any such hearing. This should be published on the ONB</p>
02/05/2013	An IJ	<p>Request from an IJ in reference to possible COI, while participating in the jury, of the World Championship of [Class] in July 2013</p> <p>Last year, in October 2012, I did spend one week with my MNA's [Class] sailors, during a training stage. This was during their school holidays in the fall.</p> <p>I was asked by the organisers to replace their trainer/coach who had to retire from that week due to sudden work related obligations. The request was at a very short notice of 3 days before the training session. At the end of the training week I stopped being involved with training and advising this group although they asked for that. Besides travel expenses, no financial commitments were made.</p> <p>This training group just had switched from Optimist into the [Class]. Six of these sailors are participating in the [Class] Worlds this year. Is this a conflict of interest , or has it been , and is now level 1 while time has passed after the one week relationship ended? I do appreciate your judgment in this.</p>	<p>Level 4 – Major Conflict</p> <p>While there is no set period that one has to wait before being allowed to accept invitations of this nature the Col WP feels that in this case you should wait 12 months as this is a World Championship event. You cannot accept this invitation.</p>
06/05/2013	Pilar Lopez IM (ESP)	<p>I am International Measurer for the Laser class. I am writing to you to declare a possible minor conflict of interest regarding my position as Chief measurer and Protest Committee trainee at the following events Laser Radial European Championship 2013, Laser Standard U21 World</p>	<p>Level - 4 Major Conflict.</p> <p>May act as IM but all measurement and inspections of</p>

		<p>Championship 2013 and Laser Radial World Championship 2013. My partner is the national coach for the Irish Sailing Association and will be coaching an Irish sailor at the Laser Radial Europeans, Laser Radial Worlds and two sailors at the Standard U21 World Championship.</p> <p>Aside from my partner I do not have any significant contact with the Irish sailors competing or the Irish team. I would be quite willing to hand over measurement of the Irish team to my deputy measurer and sit out any protests relevant to the Irish team at these events to give impartiality to the processes.</p> <p>I would like to please know your assessment on all three events so that I can follow your guidance in due course.</p>	<p>IRL boats to be handled by the deputy measurer. This should be published on the ONB.</p> <p>You should not accept the invitation to join the PC at any of the events but should be encouraged to sit in as an observer to gain jury experience. Being allowed to sit on hearings even if they do not directly involve IRL boats could still have an effect on the final standings of the IRL competitors.</p>
23/09/2013	GENERAL	<p><u>Question 1</u></p> <p>Would taking the position of President of an MNA, which is entirely voluntary (not part of the paid staff), hinder in any way eligibility for consideration for ISAF appointments in my role as an international race official.</p> <p><u>Question 2</u></p> <ul style="list-style-type: none"> <li>• Is there any Col when a Class President is member of his/her Class event (world or continental) jury?</li> <li>• Is there any Col when a Class Vice President is member of his/her Class event(world or continental) jury?</li> <li>• Is there any Col when a MNA President is member of an event (ISAF appointed event) jury where there are competitors from his/her MNA?</li> <li>• Is there any Col when a MNA Vice President is member of an event (ISAF appointed event) jury where there are competitors from his/her MNA?</li> </ul>	<p><u>Answer 1</u></p> <p>MNA Presidents and Vice Presidents may have a Conflict of Interest and the level of that COI would depend on the importance of the event and whether the results of the event could affect that MNA's funding etc.</p> <p>MNA Presidents and Vice Presidents may not accept jury invitations to ISAF "Principal Events" or events where there are competitors from his or her MNA where the results would affect future selection to other events or where there is a funding effect for the MNA based on results in the event or if the event is used to qualify for events that may have a funding effect for that MNA. If in doubt, please seek further guidance from ISAF. (See ISAF document on Guidelines to Principal Events).</p> <p><u>Answer 2</u></p> <p>Class Presidents and Vice Presidents (and other Class executives) may have a Conflict of Interest and the level of that COI would depend on the importance of the event, other class appointed officials and the Organising Authority, etc.</p> <p>Class Presidents and Vice Presidents may not accept jury invitations to events where the class is the</p>

			<p>Organising Authority or to ISAF "Principal Events" before seeking further guidance from ISAF.</p> <p>Where a Class executive is working on a jury he or she may not sit on a panel if the actions of any Class appointed official (such as a Class Measurer) may be in question. (See ISAF document on Guidelines to Principal Events).</p>
03/12/2013	An IJ	Proposed member of International Jury for a major fleet racing event in 2014 where one competitor received rules coaching in 2012 from the IJ.	No conflict.
04/12/2013	An IM	Proposed equipment inspector for Olympic Classes event where son is a coach to an MNA's Olympic Team.	Major conflict and may not accept this appointment if the son's contract is renewed.
11/12/2013	An IRO	<p>IRO employed by the national ministry of sport and is seconded to work at the MNA.</p> <p>The contract of employment with the national ministry shown to ISAF explained that the ministry is the employer and allocates his work within the MNA. The work within the MNA is confined to race official education, race management, national rules and regulations and offshore safety matters.</p> <p>The contract does not permit the MNA to terminate his employment or deprive him of income.</p>	<p>No conflict: may accept the invitation and be appointed. As he does not work directly or indirectly with athletes - to train or advise them in order to compete - he has no conflict.</p> <p>Also the MNA does not control his employment as he is hired by the government in the sports ministry to train race officials.</p>
11/12/2013	An IJ	My MNA has asked me to be a member of the protest committee for its national ranking event for Olympic classes. The two events are open to all MNA sailors, although inevitably the vast majority of the entries are from Olympic squad sailors. This is a properly constituted and run sailing event.	No conflict.

22/11/2013	An IJ/IU	<p>I am starting a contract with my MNA's Olympic team as rules coach . It will be a part-time paid contract that should take me through to the Games. Clearly that will put me in a conflict position for all World Cup events and any Olympic qualifiers.</p> <p>My role will involve work with Laser Standard Sailors, Laser Radial, 49er FX, 49er, and possibly RSX &amp; 470. It would not involve the Nacra 17s or match racing.</p>	<p>Major conflict: may not accept any jury appointments for any Olympic class event. May accept match racing umpire appointments.</p>
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