

Conflict Of Interest Policy

Rationale:

In their roles within the organization, both volunteers and staff may be placed in a conflict of interests between their role within the organization and other commitments or obligations.

Specifics:

- 1.0 Board Members must avoid conflict of interest with respect to their fiduciary responsibility.
 - (a) There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization, except as procedurally controlled, to assure openness, competitive opportunity, and equal access to inside information.
 - (b) When the Board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote but also from the deliberation.
 - (c) Board members must not use their positions to obtain employment for themselves, family members, or close associates. Should a member desire employment, he or she must first resign.
 - (d) Members will annually disclose their involvement with other organizations, with vendors, or any other association that might produce a conflict.
- 2.0 The Executive Director will not allow staff, volunteers or themselves to enter into any arrangement with any person or organization that results in a real or perceived conflict with the Organization's interests and policies. The Executive Director will not allow staff and volunteers to acquire personal financial or material gain off the avails of the Society and its resources.