

CONFLICT OF INTEREST POLICY

1. Objective

To provide a statement of policy to guide the relationships that directors and employees of the United Way have and are developing with those people and organizations who work with the United Way, so as to ensure the continued confidence among the people we serve.

2. Directors and Employees

Each of us by reason of our position with the United Way accept a trust to manage and conduct the affairs of our organization. It is therefore necessary that we avoid situations involving a conflict of interest or any situation that may give rise to an appearance of conflict or an impropriety. The following conditions should be used as guidelines.

A. No board member or employee, or any member of their family, should accept any gift, entertainment, service, loan or promise of future benefits from any persons who either personally or whose employees might benefit or appear to benefit from such person's connection with the United Way, unless the facts of such benefit, gift, service, or loan are disclosed in good faith and are authorized by the board. Board and committee members are expected to work out for themselves the most gracious method of declining gifts, entertainment and benefits that do not meet this standard.

B. No board member or committee member or any member of their family should have any beneficial interest in or substantial obligation to any United Way supplier of goods or services or any other organization that is engaged in doing business with or serving the United Way, unless it has been determined by the board, on the basis of full disclosure of facts, that such interest does not give rise to a conflict of interest.

C. In any matter brought before a committee or the board for decision and vote, any affiliated director shall be bound by the same guidelines given by the board or committee to any other similar outside party. The director may not be involved in discussion or vote on the issue. Minutes of the meeting shall reflect the abstention of any affiliated director.