



## **Conflict of Interest**

A conflict of interest arises when a person in a position of authority over the Organization may benefit financially from a decision he or she could make in that capacity, including indirect benefits such as to family members and organizations or businesses with which the person is closely associated. This policy is focused upon the material financial interest of, or benefit to, such persons. All employees and board members or volunteers handling financial information or recommending financial decisions will annually complete a Conflict of Interest Form annually that is provided by Orange County United Way listing their interests that could give rise to conflicts of interest and states they have read and agree to abide by the code of Ethics and Conduct Policies. United Way will use these procedures to manage conflicts. For each interest disclosed, depending on the position, the Board Development Committee in conjunction with Chief Executive Officer and Principal Financial Officer will determine whether to:

- Take no action;
- Assure full disclosure to the Board of Directors and other individuals covered by this policy;
- Ask the person not to participate in related discussions or decisions within the United Way organization; or
- Ask the person to resign from his or her position with United Way.

The United Way Board Development Committee in conjunction with Chief Executive Officer and Chief Financial Officer will monitor proposed or ongoing transactions for conflicts of interest and disclose them to the Chairman of the Board of Directors in order to deal with potential or actual conflicts whether discovered before or after the transaction has occurred.