

COLTS YOUTH ORGANIZATION

CONFLICT OF INTEREST POLICY

- The standard of behavior at the Colts organization is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of the Colts organization on one hand, and personal, professional, and business interests on the other.
- This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.
- The ultimate purpose of this policy is to protect the integrity of the Colts organization's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff and board members.
- Upon, or before, election, hiring or appointment all employees, staff, volunteers and board members will make a full, written disclosure of any interests, relationships, and holdings that could potentially result in a conflict of interest with the best interests of the Colts.
- This written disclosure will be kept on file by the Secretary of the Board of Directors and will be updated as appropriate.
- In the course of meetings or activities, board members or staff will disclose any interests in a transaction or decision where the board member or staff (including business, personal or other nonprofit affiliations), or their family and/or significant other, employer, or close associates will or could receive a benefit or gain. After disclosure, such board member or staff can be asked to leave the room for the discussion and will not be permitted to vote on the question.
- This policy is meant to supplement good judgment, and will be in effect in its spirit as well as its wording.