

## **NACPM STATE CHAPTER CONFLICT OF INTEREST POLICY**

### **Purpose**

This conflict of interest policy applies to all NACPM State Chapter board members, officers, employees and other volunteers. It recognizes that a “conflict of interest” may exist whenever an individual’s personal or professional interests are potentially at odds with our NACPM State Chapter’s (“Organization”) interests. The purpose of this policy is to put into place mechanisms by which relationships, financial interests or business affiliations that could result in conflicts of interest between Organization and an individual are identified and resolved in a manner that ensures that any such transactions are in the best interests of the Organization.

### **Conflict of Interest Agreements**

1. To resolve any conflicts of interest, I agree to disclose\* situations or areas in which I have any impediment to the fulfillment of my duties to NACPM. Specifically, I have conflicting duties to other entities where my allegiance might be split between this Organization and another, or if I have some other personal, familial, financial professional, business or volunteer position, responsibility, or interest (such as serving as a vendor or contractor to the Organization).

\* Disclosure shall be to my “Colleagues,” i.e., the Board, Committee, or supervisor with whom I am working.

2. I understand that on any matter in which I have a conflict, my Colleagues are responsible for determining: (a) the extent, if at all, I can participate in the discussion; and, (b) whether I can participate in the voting or other decision-making. Any such decisions shall be noted in an office memo (for employees) or in the minutes (for a Director or other volunteer).
3. I understand that I may not receive undue benefit (i.e., any payment or resources in excess of any goods or services I provide to the organization) and that I may not confer upon my Colleagues any undue benefit.