

Conflict of Interest Policy



PURPOSE

The integrity of Alongside Hope depends on ethical behavior throughout the organization and on fair, well-informed decision-making. Conflict of interest situations are a recognized part of organizational and personal life and cannot be eliminated. The objective of this policy is to permit Alongside Hope to manage conflict of interest situations.

APPLICATION

This policy applies to directors, members, employees and agents of Alongside Hope.

DEFINITIONS

Conflict of interest is a situation in which a person has a private or personal interest sufficient to influence or appear to influence the objective exercise of his or her official duties at Alongside Hope.

Objective exercise of duties refers to an individual's ability to carry out his or her responsibilities in the best interests of Alongside Hope.

Private or personal interest refers to an individual's self-interest (for example, but not limited to: benefit from a hiring decision, the issuance of a grant, the signing of a contract, the offer of a gift of more than nominal value, including the payment of travel expenses or other financial gain, employment by, or membership of, the board of another development agency which benefits from Alongside Hope).

POLICY

- As far as is reasonably possible, Alongside Hope will avoid conflict of interest situations. Should they arise Alongside Hope will manage them to preserve the integrity of the organization.
- All real or potential conflicts of interest will be declared by those to whom this policy applies as soon as they become aware of them.
- All declarations of real or potential conflicts of interest and the continued involvement or lack thereof of the person to whom the conflict applies will be documented.
- In Board discussions, where a real or potential conflict of interest is declared, the appropriate course of action will be determined by a majority vote.

AMENDMENT

This policy may be amended by the Alongside Hope Board.

Adoption date: November 2012

Review date: May 2024

Amendment date: September 2019