



## **Conflict of Interest Policy**

At Yspaniola Incorporated, we value the highest standard of behavior such that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of Yspaniola on one hand, and personal, professional, or business interests on the other. This behavior includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

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I understand that the purposes of this policy are to protect the integrity of Yspaniola's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputations of all volunteers, staff, and board members. Upon or before election, hiring, or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business and/or other nonprofit affiliations), my family, and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

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Employee/Affiliate Signature

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Date

*Policy adapted from [www.blueavocado.org](http://www.blueavocado.org)*