

ALPHA PHI FOUNDATION

CONFLICT OF INTEREST POLICY

Purpose

The purpose of the following policy and procedures is to prevent the personal interest of staff members, Board members, and committee members from interfering with the performance of their duties to Alpha Phi Foundation, or result in excess benefit transactions of a personal, professional or political nature, on the part of such persons and at the expense of Alpha Phi Foundation or its supporters and/or stakeholders. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to charitable organizations.

Definitions

Conflict of Interest (also Conflict) means a conflict, or the appearance of a conflict, between the private interests and official responsibilities of a person in a position of trust. Persons in a position of trust include staff members, officers, committee members and Board members of Alpha Phi Foundation.

Board means the Board of Directors.

Officer means an officer of the Board of Directors.

Committee member means someone -- other than a Board member -- who does not receive compensation for services and expertise provided to Alpha Phi Foundation and retains a significant independent decision-making authority to commit resources of the organization.

Staff Member means a person who receives all or part of her/his income from the payroll of Alpha Phi Foundation.

If a Board member has any interest, financial or governance, in a proposed transaction between Alpha Phi Foundation and any other business, corporation or organization, she must make full disclosure of this interest before any discussion or negotiation of such transaction.

Policy and Practices

Full disclosure, by notice in writing, shall be made by the interested parties to the full Board of Directors in all conflicts of interest, including but not limited to the following:

- A Board member is related to another Board member or staff member by blood, marriage or domestic partnership.
- A staff member in a supervisory capacity is related to another staff member whom she/he supervises.
- A Board member or her organization stands to benefit from an Alpha Phi Foundation transaction or staff member of such organization receives payment from Alpha Phi Foundation for any subcontract, goods, or services other than as part of her/his regular job responsibilities or as reimbursement for reasonable expenses incurred as provided in the by-laws and Board policy.
- A Board member's organization receives grant funding from Alpha Phi Foundation.
- A Board member or staff member is a member of the governing body of a contributor to Alpha Phi Foundation.
- A committee member working on behalf of Alpha Phi Foundation, or a staff member, who meets any of the situations or criteria listed above.

Following full disclosure of a possible conflict of interest or any condition listed above, the Board of Directors shall determine whether a conflict of interest exists and, if so the Board shall vote to authorize or reject the transaction or take any other action deemed necessary to address the conflict and protect Alpha Phi Foundation's best interests. Both votes shall be by a majority vote without counting the vote of any interested director, even if the disinterested directors are less than a quorum provided that at least one consenting director is disinterested.

A Board member or committee member who is formally considering employment with Alpha Phi Foundation must take a temporary leave of absence until the position is filled. Such a leave will be taken within the Board member's elected term which will not be extended because of the leave. A Board member or committee member who is formally considering employment with Alpha Phi Foundation must submit a written request for a temporary leave of absence to the Secretary of the Board, indicating the time period of the leave. The Secretary will inform the Chair of the Board of such a request. The Chair will bring the request to the Board for action. The request and any action taken shall be reflected in the official minutes.

An interested Board member, officer, or staff member shall not participate in any discussion or debate of the Board of Directors, or of any committee or subcommittee thereof in which the subject

of discussion is a contract, transaction, or situation in which there may be a perceived or actual conflict of interest. However, they may be present to provide clarifying information in such a discussion or debate unless objected to by any present Board or committee member.

Anyone in a position to make decisions about spending Alpha Phi Foundation's resources (i.e., transactions such as purchases contracts) – who also stands to benefit from that decision – has a duty to disclose that conflict as soon as it arises (or becomes apparent); s/he should not participate in any final decisions.

A copy of this policy shall be given to all Board members, staff members, volunteers or other key stakeholders upon commencement of such person's relationship with Alpha Phi Foundation, or at the official adoption of stated policy. Each Board member, officer, staff member, and volunteer shall sign and date the policy at the beginning of her/his term of service or employment and each year thereafter. Failure to sign does not nullify the policy.

This policy and disclosure form must be filed annually by all specified parties.

This policy adapted from the National Council of Nonprofit Associations.

Reviewed December 2015

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**Conflict of Interest
Disclosure Form**

This form must be filed annually by all specified parties, as identified in Alpha Phi Foundation's Conflict of Interest Policy Statement, adopted by the Board of Directors September 2009.

____ I have no conflict of interest to report.

____ I have the following conflict of interest to report (please specify):

The undersigned, by their affixed signature, note their understanding of the implications of this policy.

Signature

Date

Printed Name