

United Way of Lee, Hendry, Glades and Okeechobee Counties

Policy Regarding Conflict of Interest

Board Members and employees should always act in the best interest of the United Way and avoid activities which conflict with or which appear to conflict with their responsibilities to the organization and its stakeholders.

The United Way of Lee, Hendry and Glades is a nonprofit organization formed to improve the quality of life in our community. Its directors, officers and employees are chosen to serve the purposes to which the United Way is dedicated and they have a duty to conduct the affairs of the organization in a manner consistent with such purposes. At times, this service may conflict with the personal interests of directors, officers, or employees.

Service in the nonprofit sector carries with it important ethical obligations. When the personal or professional concerns of a board member or a staff member affect his or her ability to put the welfare of the United Way before personal benefit, a conflict of interest exists. Thus, it is important for United Way and its directors, officers and employees to identify, evaluate, and address any conflicts of interest that might, in fact or in appearance, call into question such persons' responsibilities to the organization.

Therefore, in the course of meetings or activities, directors, officers and employees will disclose any interest in a transaction or decision where they (including their business or other non-profit affiliation), their family and/or significant other or employee will receive a benefit or gain. Furthermore, the director, officer or employee will refrain from using his or her personal influence to affect the decision or activity and refrain from active participation in any discussions regarding the conflict of interest except to respond to requests for information about the conflict of interest. And finally, the director, officer or employee will refrain from voting on any decision or action in which they have a conflict of interest.

In the event there is doubt as to the existence of a conflict of interest, the matter shall be resolved by a vote of the Board of Directors or Executive Committee without the participation of the person concerning whose situation the doubt has arisen.

And finally, this policy is meant to supplement good judgment and all directors, officers and employees are expected to respect its spirit as well as its wording.

A copy of this policy shall be furnished to each director, officer and employee of the United Way and they shall certify annually that they are in compliance.

Approval Date: 9/15/06