



## **CONFLICT OF INTEREST POLICY OF Communication Services for the Deaf and Hard-of-Hearing (CSDHH)**

The board of Directors/Trustees or other governing persons, officers, employees, or agents are to avoid any conflict of interest, even the appearance of a conflict of interest. The Organization's Board of Directors/Trustees or other governing body, officers, staff, and agents are obligated to always act in the best interest of the organization. This obligation requires that any Board member or other governing person, officer, employee, or agent, in the performance of the Organization's duties, seek only the furtherance of the Organization's mission. At all times, Board members or other governing persons, officers, employees, or agents, are prohibited from using their job title or the Organization's name or property, for private profit or benefit.

1. The Board members or other governing persons, officers, employees, or agents of the Organization should neither solicit nor accept gratuities, favors, or anything of monetary value from current or potential contractors/vendors, persons receiving benefits from the Organization, or persons who may benefit from the actions of any Board member or other governing person, officer, employee, or agent. This is not intended to preclude bona-fide Organization fund-raising activities.
2. Board or other governing body members may, with the approval of Board or other governing body, receive honoraria for lectures and other such activities while not acting in any official capacity for the Organization. Officers may, with the approval of the Board or other governing body, receive honoraria for lectures and other such activities while on personal days, compensatory time, annual leave, or leave without pay. Employees may, with the prior written approval of their supervisor, receive honoraria for lectures and other such activities while on personal days, compensatory time, annual leave, or leave without pay. If a Board or other governing body member, officer, employee, or agent is acting in any official capacity, honoraria received in connection with activities relating to the Organization are to be paid to the Organization.

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3. No Board member or other governing person, officer, employee, or agent of the Organization shall participate in the selection, award, or administration of a purchase or contract with a vendor where, to his knowledge, any of the following has a financial interest in that purchase or contract:
  - a. The Board member or other governing person, officer, employee, or agent;
  - b. Any member of their family by whole or half blood, step or personal relationship or relative-in-law;
  - c. An organization in which any of the above is an officer, director, or employee;
  - d. A person or organization with whom any of the above individuals is negotiating or has any arrangement concerning prospective employment or contracts.
4. Duty to Disclose: Any conflict of interest, potential conflict of interest, or the appearance of a conflict of interest is to be reported to the Board or other governing body or one's supervisor immediately.
5. Board Action: When a conflict of interest is relevant to a matter requiring action by the Board of Directors/Trustees or other governing body, the Board member or other governing person, officer, employee, or agent (person(s)) must disclose the existence of the conflict of interest and be given the opportunity to disclose all material facts to the Board and members of committees with governing board delegated powers considering the possible conflict of interest. After disclosure of all material facts, and after any discussion with the person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.
  - a. In addition, the person(s) shall not participate in the final deliberation or decision regarding the matter under consideration
  - b. and shall leave the meeting during the discussion of and vote of the Board of Directors/Trustees or other governing body.

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6. Violations of the Conflict of Interest Policy: If the Board of Directors/Trustees or other governing body has reasonable cause to believe a member, officer, employee, or agent has failed to disclose actual or possible conflicts of interest, it shall inform the person of the basis for such believe and afford the person an opportunity to explain the alleged failure to disclose. If, after hearing the person's response and after making further investigation as warranted by the circumstances, the Board of Directors/Trustees or other governing body determines the member, officer, employee, or agent has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.
7. Record of Conflict: The minutes of the governing board and all committees with board delegated powers shall contain:
  - a. The names of the persons who disclosed or otherwise were found to have an actual or possible conflict of interest, the nature of the conflict of interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
  - b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement that presents a possible conflict of interest, the content of the discussion, including any alternatives to the transaction or arrangement, and a record of any votes taken in connection with the proceedings.

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Signature

Date

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Position/Title