

Conflict of Interest Policy

Approved by the MCH Board of Directors in November 2005

Policy:

The standard of behavior at Methodist Children's Home is that all staff, volunteers, board and committee members scrupulously avoid any conflict of interest between the interests of Methodist Children's Home on one hand and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interests as well as possible perceptions of conflicts of interests.

A conflict of interest exists whenever an individual could benefit disproportionately from others, directly or indirectly, from access to information or from a decision over which he or she might have influence or where someone might reasonably perceive there to be such a benefit or influence.

Conflicts of interests (real or perceived) are unavoidable and should not prevent one from serving as a staff, volunteer, board or committee member unless the extent of the interest is so significant that the potential for divided loyalty is present in a number of situations.

The purposes of this policy are to protect the integrity of Methodist Children's Home's decision-making process, to enable our constituencies to have confidence in our integrity and to protect the integrity and reputation of staff, volunteers, board and committee members.

Guidelines:

Every year each board member completes and signs a disclosure statement declaring any known conflicts and agreeing to comply with the policy.

Upon or before hiring or appointment, all staff, volunteers, board and committee members will disclose any interests, relationships, or holdings that could potentially result in a conflict of interest. Staff, volunteers, board and committee members will update the information as appropriate.

In the course of meetings or activities, staff, volunteers, board and committee members will disclose any interests in a transaction or decision where staff, volunteers, board and committee members (including business or other non-profit affiliation), my family and/or my significant other, employer, or close friends or associates will receive a benefit or gain. After such disclosure staff, volunteers, board and committee members will leave meetings for the discussion and will not vote on the matters at hand.

Staff, volunteers, board and committee members should understand that this policy is meant to be a supplement to good judgment, and staff, volunteers, board and committee members should respect its spirit as well as its wording.