



## CONFLICT OF INTEREST POLICY

### Purpose:

The Conflict-of-Interest Policy is established to ensure that the interests of the Strength in Me organization are prioritized and protected, and to maintain transparency and integrity in all decision-making processes.

### Policy Statement:

1. **Disclosure of Conflicts:** All board members, employees, volunteers, and individuals associated with the Strength in Me organization are required to disclose any actual or potential conflicts of interest that may arise in the course of their duties.
2. **Identification of Conflicts:** Conflicts of interest may arise when an individual's personal, financial, or professional interests interfere with their ability to act in the best interests of the organization.
3. **Recusal:** Individuals with a conflict of interest shall recuse themselves from any discussions, decisions, or votes where their personal interests may conflict with the interests of Strength in Me.
4. **Confidentiality:** All disclosed conflicts of interest shall be treated with confidentiality and handled in a professional manner to protect the privacy of the individuals involved.
5. **Annual Review:** The Conflict-of-Interest Policy shall be reviewed annually by the board of directors to ensure its effectiveness and relevance to the organization's operations.

### Procedure:

1. **Disclosure Form:** All individuals associated with the nonprofit recreational sports program shall complete a Conflict-of-Interest Disclosure Form, detailing any actual or potential conflicts of interest.
2. **Review and Action:** The board of directors shall review all disclosed conflicts of interest and take appropriate actions to address and mitigate any conflicts that may arise.
3. **Documentation:** All conflicts of interest disclosures, discussions, and actions taken shall be documented and maintained in the organization's records for transparency and accountability.

### Compliance:

Noncompliance with the Conflict-of-Interest Policy may result in disciplinary action, including but not limited to removal from the board, termination of employment, or revocation of volunteer privileges.

### Approval:

This Conflict-of-Interest Policy for the Strength in Me organization is approved by the board of directors and shall be effective immediately upon adoption.

Date of Adoption: March 1, 2024

Kevin Velinor, President

Strength in Me