



BENNETT & ALBERT COUNTY  
HEALTH CARE FOUNDATION

## **CONFLICT OF INTEREST**

This policy applies to the Board of Directors and Volunteers of the Bennett and Albert County Health Care Foundation.

The term Conflict of Interest refers to a situation where a member of the Board has a personal, professional or business interest that conflicts, or may give the appearance of conflicting with, the best interests of the Foundation. Conflicts of interest are not uncommon in non-profit organizations and are not necessarily inappropriate. For example: an “acceptable” conflict of interest may arise if a board member has an interest in, or relationship with an entity that purposes to provide needed goods or services to the Foundation on terms and conditions that are more advantageous than the Foundation could obtain otherwise.

### **Purpose**

This policy is designed to ensure transparency, unbiased and objective decision making, public trust, support and confidence. This policy promotes a high degree of integrity and professionalism. Its purpose is to avoid or appropriately manage conflicts of interest through prompt and full disclosure of known or potential conflicts relative to personal, professional or business interests.

### **Definition**

Conflict of Interest is a breach in the obligation that has the effect or intention of advancing one’s own interest or the interests of others in a way detrimental to the interests or potentially harmful to the public, the integrity and mission of the Bennett and Albert County Health Care Foundation.

### **Procedure**

The existence of an actual or a potential conflict of interest does not necessarily mean that the individual cannot be involved in the situation where the conflict of interest has arisen or may arise, but it does require that the conflict be declared by the individual, discussed by the committee and/or board and resolved by the chair of the meeting as to whether or not the conflict requires the member to withdraw from the meeting or allows the member to continue to participate in the meeting once the real or potential conflict of interest has been disclosed and discussed. Personal integrity and good judgement are used to avoid conflicts of interest.

## **Areas of Potential Conflict**

1. **Use of Information**—*Confidentiality, respect of personal privacy.*  
A director or volunteer cannot knowingly take advantage of, or benefit from, information obtained in the course of his or her official duties or responsibilities.
2. **Using Influence**—*While active on the board, as a volunteer or after completing duties.* An individual may not act in a manner as to take improper advantage of their position while in office or afterwards.
3. **Bias**—*Un-conflicted loyalty, real and perceived fairness in decision making.*  
A conflict of interest shall be declared if a bias threatens to influence decisions, or create the appearance of unfairness. Such a bias could be the result of membership with and advocacy group; an interest group; another position, paid or volunteer. Should such a situation arise, consideration will be given to whether the individual should withdraw from decision making or involvement in the matter or issue.
4. **Gifts, Entertainment and Benefits**—*Influence*  
This policy prohibits the acceptance of gifts, hospitality, other than customary hospitality or other token or non-monetary gifts that could have the effect or perception of influencing a decision or course of action.

## **Breach of Conflict of Interest Policy**

The purpose of the policy is to avoid and or manage areas and potential areas of conflict. If however, a member of the board or a volunteer is in breach of the Conflict of Interest Policy, such actions will be investigated and if founded, include such sanctions up to and including dismissal from the board, committee or activity.