

CONFLICT OF INTEREST POLICY
OVERFLOW, INTERNATIONAL

The standard of behavior at OVERFLOW, INTERNATIONAL (a non-profit ministry) is that all staff, volunteers, and board members scrupulously avoid any conflict of interest between the interests of OVERFLOW,INTERNATIONAL on one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as perceptions of conflicts of interest.

I understand that the purposes of this policy are: to protect the integrity of OVERFLOW, INTERNATIONAL's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputation of volunteers, staff and board members.

Upon or before election, hiring or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliation), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

I understand that this policy is meant to be a supplement to good judgment, and I will respect its spirit as well as its wording.

Signed: _____
Neal Howard, President

Date: _____

Signed: _____
Vince Lacoste, Vice President

Date: _____

Signed: _____
Jacqueline Nguyen, Secretary

Date: _____