



Easterseals Midwest

CONFLICT OF INTEREST POLICY

The purpose of the Conflict of Interest Policy is to ensure that the deliberations and decisions of Easterseals Midwest are made in the interests of the community and individuals with disabilities and to protect the interests of Easterseals Midwest. A member of the board of directors or employee of Easterseals Midwest may not use his/her position in order to achieve a financial benefit for him/herself, family members, or for a third person, including another nonprofit or charitable organization. "Family" includes spouse, siblings and their spouses, parents and children and their spouses. This policy is intended to supplement, but not replace, any applicable laws governing conflicts of interest in nonprofit and charitable corporations.

1. A person shall not be deemed to have a financial interest in a transaction, contract or other arrangement solely because a family member of such person receives services from Easterseals Midwest.
2. To administer and monitor compliance with this policy, the audit committee of the board shall require an annual statement from each member of the board and staff in management positions, declaring all business interests and other affiliations which relate in any way to the business and activities of Easterseals Midwest.
3. No director shall vote on any matter in which he/she has a material and direct financial interest that will be affected by the outcome of the vote.
4. In the event of such an abstention, the abstaining director shall state the reason for the abstention, which shall be noted in the minutes of the board of directors.
5. Directors and staff must disclose the existence and nature of his/her material or financial interest to the audit committee prior to the consideration of the proposed transaction, contract, or arrangement by the board or any committee of the board.
6. After disclosure of the financial interest, the audit committee shall determine whether a conflict of interest exists. Neither the board, nor any committee of the board, shall vote upon any proposed transaction, contract, or arrangement in connection with which an actual or possible conflict of interest has been disclosed and the audit committee has addressed the actual or possible conflict of interest.
7. Violation of this conflict of interest policy is a serious matter and may constitute "cause" for removal or termination of a director or staff and the termination of contractual relationships where an undisclosed conflict was present.



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CONFLICT OF INTEREST DECLARATION

1. I have received a copy of the Easterseals Midwest Conflict of Interest Policy and I pledge to render objective decisions, which are free from conflict of interest, acknowledge conflict during board discussions and prior to board action, and observe and respect the confidential nature and the privileged information received as a result of my activities with Easterseals Midwest.
2. Listed below are companies, including nonprofit organizations, with which I have a direct affiliation or relationship.

<u>Company</u>	<u>Nature of Affiliation/Relationship</u>
_____	_____
_____	_____
_____	_____
_____	_____

Signature

Print Name

Date