


CONFLICT OF INTEREST POLICY

	CROSS-CUTTING POLICY		
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	Latest Revision	November 25, 2023	Rev. 03
	Original Creation	October 18, 1997	

Policy

Basic Principle - Self Disclosure

Anyone, whether Board member, staff, volunteer, or in a leadership position of a partner organization, who perceives that they may be in a conflict of interest, shall disclose the nature and extent of the real or potential conflicting interest to the President of the Board of Directors (or other designated Board members). They shall respond in a timely manner, stating whether a conflict of interest exists or is likely to exist.

Any person found to be in a conflict of interest shall take whatever remedial action deemed necessary or advisable by the President.

Policy details

- 1) Board members, staff, partner organizations and volunteers shall periodically review the Policy Considerations Section.
- 2) For Board members, the following also applies:
 - a. There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization except as procedurally controlled to assure openness, competitive opportunity, and equal access to inside information.
 - b. When the Board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself from the vote, and, at the discretion of the chair, also from the deliberation.
 - c. Board members must not use their positions to obtain employment for themselves, family members, or close associates. Should a member desire employment, then depending on the circumstances and in consultation with the Executive Committee, he or she must first resign.
 - d. Members will annually disclose their involvements with other organizations, with vendors, or any other associations that might produce a conflict.
- 3) For partner organizations, anyone in a leadership position cannot be politically active. All partner organizations will develop and/or review their conflict-of-interest policies and provide copies of these documents to World Accord. Any organization that refuses to correct a conflict-of-interest situation will not be supported by World Accord.

Policy considerations

Having an actual or potential conflict of interest is not in itself wrong; in fact, in a complex, highly interrelated world, it is almost inevitable. The key is in making all such situations visible so that they can receive due consideration and appropriate action can be taken as needed.

In a broad sense, the issue of conflicts of interest revolves around some overall considerations:

1. Reflecting on actions of yours that result in personal gains as opposed to organizational benefits;
2. Considering the numerous forms of offering or accepting favors;
3. Reflecting on your use of personal power and influence in the organization and the conflicts that may result.

Areas for potential conflicts of interest

Areas for potential conflicts of interest, from broadest to most specific, are as follows:

1. World Accord interests conflicting or potentially conflicting with interests that are completely independent of World Accord.
 - a. Holding an office with, or receiving gifts from, another organization with competing or conflicting objectives;
 - b. Holding property or some other asset that either directly or indirectly may create a conflict of interest.
2. World Accord interests conflicting or potentially conflicting with interests within the project activities of World Accord.
 - a. Receiving gifts of whatever kind from, or having an affiliation with, an actual or potential supplier of goods and services; or from an actual or potential recipient of grant funds;
3. World Accord interests conflicting or potentially conflicting between the governance (the Board of Directors) and the implementation (the staff) of World Accord's mandate.
 - a. Staff or volunteers having a Board vote, or being on a joint committee and having undue deciding power, on matters directly or indirectly affecting their area of World Accord responsibility or activity.
 - b. A Board member voting on matters directly or indirectly affecting an employee or volunteer who is also a spouse or other close association.
 - c. A Board member making non-governance, direct implementation decisions, that is, decisions that should be made by the staff.