



Conflict of Interest

Date of Origin: June 2010

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I. Purpose

The purpose of the following policy and procedures is to prevent the personal interest of staff members, board members, and volunteers from interfering with the performance of their duties to UCP of Maine, or result in personal financial, professional, or political gain on the part of such persons at the expense of UCP of Maine or its Members, supporters, and other stakeholders.

II. Definition

Conflict of Interest (also Conflict) means a conflict, or the appearance of a conflict, between the private interests and official responsibilities of a person in a position of trust. Persons in a position of trust include staff members, officers, and board members of UCP of Maine.

Board means the Board of Directors. *Officer* means an officer of the Board of Directors. *Volunteer* means a person—other than a board member—who does not receive compensation for services and expertise provided to UCP of Maine and retains a significant independent decision-making authority to commit resources of the organization.

Staff Member means a person who receives all or part of her/his income from the payroll of UCP of Maine.

Member means a Member of UCP of Maine which shall be a state association of nonprofit organizations that represent a statewide and multi-sector or sub-sector 501(c)(3) constituency with a diverse range of corporate identities, or a regional association of nonprofit organizations that represent a specific region within a state or multi-state geographic area and a multi-sector or sub-sector constituency with a diverse range of corporate identities.

Supporter means corporations, foundations, individuals, 501 (c)(3) nonprofits, and other nonprofit organizations who contribute to UCP of Maine.

III. Policy and Practices

1. Full disclosure, by notice in writing, shall be made by the interested parties in all conflicts of interest, including but not limited to the following:

- a. A staff member who is employed outside of UCP of Maine.

- b. A staff member in a supervisory capacity is related to another staff member whom she/he supervises.
 - c. A board member is related to another board member or staff member by blood, marriage or domestic partnership.
 - d. A board member or their organization stands to benefit from a UCP of Maine transaction or staff member of such organization receives payment from UCP of Maine for any subcontract, goods, or services other than as part of her/his regular job responsibilities or as reimbursement for reasonable expenses incurred as provided in the bylaws and board policy.
 - e. A board member's organization receives grant funding from UCP of Maine.
 - f. A board member or staff member is a member of the governing body of a contributor of UCP of Maine.
 - g. A volunteer working on behalf of UCP of Maine who meets any of the situations or criteria listed above.
2. Following full disclosure of a possible conflict of interest or any condition listed above by an employee, the Chief Executive Officer or designee shall determine whether a conflict of interest exists and, if so will address the situation with the employee to identify and take action to avoid the conflict of interest.
 3. Following full disclosure of a possible conflict of interest or any condition listed above by a board member, the Board of Directors shall determine whether a conflict of interest exists and, if so the Board shall vote to authorize or reject the transaction or take any action deemed necessary to address the conflict and protect UCP of Maine's best interests. Both votes shall be by a majority vote without counting the vote of any interested director, even if the disinterested directors are less than a quorum provided that a least one consenting director is disinterested.
 4. A Board member or Committee member who is formally considering employment with UCP of Maine must take a temporary leave of absence until the position is filled. Such a leave will be taken within the Board member's elected term which will not be extended because of the leave. A Board member or Committee member who is formally considering employment with UCP of Maine must submit a written request for a temporary leave of absence to the Secretary of the UCP of Maine Board, c/o the UCP of Maine's office, indicating the time period of the leave. The Secretary of UCP of Maine will inform the Chair of the Board of such a request. The Chair will bring the request to the Board for action. The request and any action taken shall be reflected in the official minutes of UCP of Maine.
 5. A Board member, officer, or staff member shall not participate in any discussion or debate of the Board of Directors, or of any committee or subcommittee thereof in which the subject of discussion is a contract, transaction, or situation in which there may be a perceived or actual conflict of interest. However, they may be

present to provide clarifying information in such a discussion or debate unless objected to by any present board or committee member.

6. Anyone in a position to make decisions about spending UCP of Maine's resources (i.e., transactions such as purchases contracts)-who also stands to benefit from that decision-has a duty to disclose that conflict as soon as it arises (or becomes apparent); she/he should not participate in any final decisions.
7. A copy of this policy shall be given to all Board members, staff members, volunteers or other key stakeholders upon commencement of such person's relationship with UCP of Maine or at the official adoption of stated policy. Each board member, officer, staff member, and volunteer shall sign and date the policy at the beginning of her/his term of service or employment and each year thereafter. Failure to sign does not nullify the policy.
8. This policy and disclosure form must be filed annually by all specified parties.



Scott Tash, CEO



Date



Employee Potential Conflict of Interest Disclosure Form

This form must be filed annually by all specified parties, as identified in the UCP of Maine Conflict of Interest Policy Statement (ratified by the UCP of Maine's Board of Directors).

I have read and understand the Conflict of Interest Policy and confirm the following based on the parameters of that policy:

_____ I have no conflict of interest to report

_____ I have the following potential conflict of interest to report (please specify):

The undersigned, by their affixed signature, note their understanding of the implications of this policy.

Signature

Printed Name

Board Member Potential Conflict of Interest Disclosure Form

This form must be filed annually by all specified parties, as identified in the UCP of Maine Conflict of Interest Policy Statement (ratified by the UCP of Maine's Board of Directors).

_____ I have no conflict of interest to report

_____ I have the following potential conflict of interest to report (please specify):

The undersigned, by their affixed signature, note their understanding of the implications of this policy.

Signature

Printed Name

Date