

ASSISTANCE LEAGUE OF NORTH COAST CONFLICT OF INTEREST POLICY

This conflict of interest policy is designed to help the Board of Directors, employees and members of Assistance League of North Coast identify situations that present potential conflicts of interest and to provide Assistance League of North Coast with a procedure which will allow a transaction to be treated as valid and binding even though the Board of Directors, members or employees have or may have a conflict of interest with respect to the transaction. The policy is intended to comply with California Corporations Code Sections 5230-5239 governing the Standard of Conduct for directors and the management of nonprofit corporations. All italicized terms are defined in Part 1 of this policy.

As required, Assistance League of North Coast's Articles of Incorporation state that the corporation is not organized for any person's private gain. Tax-exempt status under 501c(3) has always been subject to revocation if an organization allows its resources to be used for private gain.

1. Definitions.

- A. A *Potential Conflict of Interest* is any circumstance described in Part 2 of this Policy.
- B. A *Responsible Person* is any person serving on the Board of Directors, any voting member or nonvoting member, any employee and any nonmember volunteer acting as an agent of Assistance League of North Coast.
- C. A *Family Member* is a spouse, parent, child or spouse of a child, brother, sister, or spouse of a brother or sister, of a *Responsible Person*.
- D. A *Material Financial Interest* in an entity is a financial interest of any kind, which, in view of all circumstances, is substantial enough that it would, or reasonably could, affect a *Responsible Person's* or *Family Member's* judgment with respect to transactions to which the entity is a party.
- E. A *Contract or Transaction* is any agreement or relationship involving the sale or purchase of goods, services or rights of any kind, the providing or receipt of a loan or grant, the establishment of any other type of pecuniary relationship, or review of a charitable organization by Assistance League of North Coast. The making of a gift to Assistance League of North Coast is not a *Contract or Transaction*.

2. Potential Conflict of Interest Defined. For purposes of this policy, the following circumstances shall be deemed to create *Potential Conflicts of Interest*:

A. Outside Interests

- 1. A *Contract or Transaction* between Assistance League of North Coast and a *Responsible Person* or *Family Member*.
- 2. A *Contract or Transaction* between Assistance League of North Coast and an entity in which a *Responsible Person* or *Family Member* has a *Material Financial Interest* or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator or other legal representative.

B. Outside Activities.

1. A *Responsible Person* competing with Assistance League of North Coast in the rendering of services or in any other *Contract or Transaction* with a third party.
2. A *Responsible Person's* having a *Material Financial Interest* in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative of, or consultant to, an entity or individual that competes with Assistance League of North Coast in the provision of services or in any other *Contract or Transaction* with a third party.

C. Gifts, Gratuities and Entertainment. A *Responsible Person* accepting gifts, entertainment or other favors from any individual or entity that:

1. Does or is seeking to do business with, or is a competitor of Assistance League of North Coast; or
2. Has received, is receiving or is seeking to receive a loan or grant, or to secure other financial commitments from Assistance League of North Coast; or
3. Is a charitable organization;

Under circumstances where it might be inferred that such action was intended to influence or possibly would influence the *Responsible Person* in the performance of their duties. This does not preclude the acceptance of items of nominal or insignificant value or entertainment of nominal or insignificant value.

3. Procedures.

- A. Prior to Board or committee action on a *Contractor Transaction* involving a *Potential Conflict of Interest*, a director or committee member having a *Potential Conflict of Interest* and who is in attendance at the meeting shall disclose all facts material to the *Potential Conflict of Interest*. Such disclosure shall be reflected in the minutes of the meeting.
- B. A director or committee member who plans not to attend a meeting at which such person has reason to believe that the Board or committee will act on a matter in which the person has a *Potential Conflict of Interest* shall disclose to the chairman of the meeting all facts material to the *Potential Conflict of Interest*. The chairman shall report the disclosure at the meeting and the disclosure shall be reflected in the minutes of the meeting.
- C. A person who has a *Potential Conflict of Interest* shall not participate in or be permitted to hear the Board or committee discussion of the matter except to disclose material facts and to respond to questions. Such person shall not attempt to exert their personal influence with respect to the matter, either at or outside the meeting.
- D. A person who has a *Potential Conflict of Interest* with respect to a *Contract or Transaction* that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote. The person having a *Potential Conflict of Interest* may not vote on the *Contract or Transaction* and

shall not be present in the meeting room when the vote is taken, unless the vote is by secret ballot. Such person's ineligibility to vote shall be reflected in the minutes of the meeting.

- E. *Responsible Persons* who are not members of the Board of Directors of Assistance League of North Coast, or who have a *Potential Conflict of Interest* with respect to a *Contract or Transaction* that is not the subject of Board or committee action, shall disclose to the chairman or their designee any *Potential Conflict of Interest* that such *Responsible Person* has with respect to a *Contract or Transaction*. Such disclosure shall be made as soon as the *Potential Conflict of Interest* is known to the *Responsible Person*. The *Responsible Person* shall refrain from any action that may affect Assistance League of North Coast's participation in such *Contract or Transaction*.

In the event it is not entirely clear that a *Potential Conflict of Interest* exists, the individual with the potential conflict shall disclose the circumstances to the chairman or their designee, who shall determine whether there exists a *Potential Conflict of Interest* that is subject to this policy.

4. Confidentiality.

Each *Responsible Person* shall exercise care not to disclose confidential information acquired in connection with such status or information which might be adverse to the interests of Assistance League of North Coast. Each *Responsible Person* shall not disclose or use information relating to the business of Assistance League of North Coast for the personal profit or advantage of the *Responsible Person* or a *Family Member*. Each *Responsible Person* shall not disclose or use Assistance League of North Coast's roster, mailing lists or donor names in any form for the personal profit or advantage of the *Responsible Person* or a *Family Member*.

5. Self-Dealing.

Each *Responsible Person* shall not receive any advantage over the public in relation to Assistance League of North Coast's thrift shop. This includes the following: No *Responsible Person* shall take any merchandise home on approval, purchase any items that have not been on the sales floor for at least 24 hours, put a hold on any items, buy any item outside of regular store hours, or have any other rights not available to any member of the public. Members working at the store may purchase any item that has been on the floor for at least 24 hours during the last 15 minutes of his/her shift. When in doubt that the item has been on the floor for at least 24 hours, the member will not purchase said item until the next day the store is open if it is still available.

6. Review of Policy.

- A. Each new *Responsible Person* shall be required to review a copy of this policy and to acknowledge such in writing.
- B. Each *Responsible Person* shall annually complete a membership form that includes a statement that they have read and will comply with all ALNC policies.
- C. This policy shall be reviewed annually by the Board of Directors at their first business meeting of the fiscal year. Any changes to the policy shall be communicated immediately to all *Responsible Persons*.