

True Concord Voices and Orchestra

Conflict of Interest Policy

The standard of behavior for True Concord is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of True Concord on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and 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 True Concord's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputation of volunteers, employees, and Board members.

Upon or before election, hiring or appointment, I will provide, below, a full written disclosure of interests, relationships and holdings that could potentially result in conflict of interest. This written disclosure will be kept on file by True Concord, 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 non-profit affiliations), my family, and/or my significant other, employer or close associates will receive a benefit or gain. After disclosure, I will not vote on the question. I understand this policy is meant to supplement good judgment and I will respect its spirit as well as its wording.

In the space below, I have listed all entities (1) in which I or a family member have a substantial involvement and/or a material economic interest, *and* (2) that do business or are likely to do business with True Concord Voices and Orchestra (e.g. as vendors, service providers, grantors).

Signed _____

Date _____

Name _____
