



CONFLICT OF INTEREST POLICY

The standard of behavior at the Elk Grove Swim Team, hereinafter referred to as EGST is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of the EGST 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.

The purpose of this policy is to protect the integrity of the EGST's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff, and board members. Upon or before election, hiring, or appointment, the individual will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated by that individual as appropriate.

In the course of meetings or activities, staff, board members and volunteers will disclose any interests in a transaction or decision where their business or other nonprofit affiliations, their family, and/or their significant other, employer, or close associates will receive a benefit or gain. After disclosure, the individual understands that they will be asked to leave the room for the discussion and will not be permitted to vote on the question.

The EGST understands that this policy is meant to supplement good judgment and will respect its spirit as well as its wording.

Adopted: August 28, 2018