

August 23, 2016

MEMORANDUM OF POLICY

RE: Combined Fund Drive policy on conflicts of interest

This conflict of interest policy is designed to help directors, officers and employees of the Combined Fund Drive (CFD) identify situations that present potential conflicts of interest. It will provide the CFD with a procedure, if observed, that will allow a transaction to be treated as valid and binding even though a director, officer, volunteer or employee has or may have a conflict of interest with respect to the transaction.

Avoidance of conflict of interest

Any employee of the Combined Fund Drive or member of the county committee, because of membership on the council or committee or other affiliation with a charitable organization, could be or appear to be a conflict of interest under any statute, regulation, executive order, or applicable agency standards of conduct. Under no circumstances may a CFD employee participate in the eligibility determinations of other charities, donors or volunteers. Due to the CFD's need to remain unbiased, CFD staff members cannot serve on charity boards or in any capacity to make decisions for charities that impact operations.

Prohibited discrimination

Discrimination for or against any individual or group on account of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, is prohibited in all aspects of the management and the execution of the CFD. Nothing herein denies eligibility to any organization, which is otherwise eligible under this part to participate in the CFD, merely because such organization is organized by, on behalf of, or to serve persons of a particular race, color, religion, sex, national origin, age, political ideology, or handicap.

This policy has been so approved on August 23, 2016 by:



Stephanie Horn
Outreach Deputy Director



Philip Kerrigan
CFD Program Manager

