



## **PURPOSE: CONFLICT OF INTEREST**

The purpose of the Conflict of Interest Policy is to ensure that the affairs of the California Partnership to End Domestic Violence (the Partnership) are managed in an independent and ethical manner consistent with its Mission Statement.

The principles set forth in this policy seek to prevent all persons involved in the work of the Partnership from taking actions that directly or indirectly benefit themselves, members of their families, their current or previous employers, their business, not-for-profit, and corporate affiliates.

Further, this policy requires that persons involved with the work of the Partnership must conduct themselves in such a manner as to avoid any appearance of possible conflict of interest with their duties and responsibilities to the organization.

This conflict of interest policy applies to all transactions broadly defined to include payments for services and goods, as well as any other assistance provided or proposed to any organization.

The policy pertains to:

- Directors and their employers and other related individuals such as officers and employees
- The immediate families of directors and other related individuals, and any other party or entity over which they have the ability to exercise significant influence
- Partnerships or businesses in which directors or other related individuals have an ownership interest
- Any organization in which directors or other related individuals currently are or have been within the past three years a director, officer, or employee

## **POLICY: CONFLICT OF INTEREST**

No special consideration or preferential treatment will be given either directly or indirectly in contracting, supplying, seeking services, business products or arrangements, based upon a person's relationship with the California Partnership to End Domestic Violence (the Partnership).

Such considerations will apply to board members, staff, volunteers and consultants and their immediate family members. Any use of services or business with persons

connected to the Partnership will be conducted in an appropriate and open manner, having reasonably explored with due diligence existing options in choosing providers.

Directors and related individuals will avoid conflict of interest or the appearance of conflict of interest by working within this policy, and will disclose any personal interests related to the Partnership, its assets, business affairs, leases or professional services.

The Partnership will not hire employees or paid consultants having direct or indirect financial interest in the Coalition's assets, business affairs, leases or professional services.

No director or related individual will have undisclosed direct or indirect financial interests in the Coalition's assets, business affairs leases or professional services.

No director or their member program will receive compensation or gifts of a substantial value not available in similar value and under similar circumstances to the general public or the membership of the California Partnership to End Domestic Violence.

No director or employee will direct business referrals or financial transactions from the Partnership toward an organization in which they or a related individual benefit directly or indirectly.

Employees or retained consultants who are providing service for a fee outside the Partnership will provide the organization with a clear written statement that the outside client is receiving the worker's services and not those of the organization.