

PUBLIC RELEASE

growingSTEMS Conflict of Interest Policy

Purpose

This conflict of interest policy was created to ensure that those with a conflict (or who think they may have a conflict) disclose the conflict/potential conflict, and mitigate the risk that any conflict negatively affects the broader organization.

Applicability

This policy applies to all growingSTEMS program participants, mentors, volunteers, and directors, colloquially referred to as members.

Definition

A conflict of interest occurs where individuals' obligation to further the organization's charitable purposes is at odds with their own financial interests.

Examples

Examples of conflict of interest may include, but are not limited to, the following.

- Voting on a contract between the organization and a business that is owned by an officer or director.
- Accepting gifts from third parties.
- Influencing people or organizations with whom growingSTEMS does business, resulting in a monetary advantage to the member.

Board Obligation

The organizational bylaws, which are supplemented by this policy, establish that directors are to limit any internal or external conflicts. This information is reproduced below and does not supersede any language in the bylaws.

Article V, Section 1

- Members of the Board must disclose, during any discussion of a topic and prior to voting, any possible personal or financial conflict of interest.

- Upon disclosure of such a conflict of interest, as deemed necessary by a majority of the Board, the director may be recused from voting on that particular topic.

Article II, Section 7

- A director may hold more than one office but must not serve concurrently as both:
 - Chairman and Vice-Chairman
 - Executive Director and Treasurer
 - Executive Director and Chairman.

Policy

Individuals who serve in a position of leadership in the organization must be aware of the potential for a conflict of interest. This applies to all members, but especially those who are in a position to affect organizational policy and finances.

No member should derive any financial profit or gain, directly or indirectly, by reason of his or her participation in the organization.

Each member must disclose to the organization any personal interest which he or she may have in any matter pending before the organization and shall refrain from participation in any decision on such matter.

Violations

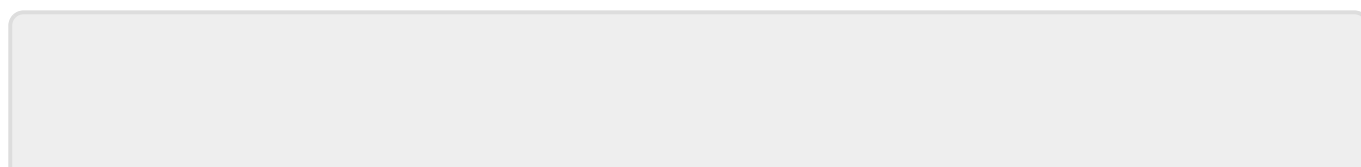
Deviation from this approved policy must be referred to the Board of Directors.

Effective Date

This document is effective immediately upon the approval of the document by the growingSTEMS Board of Directors.

Cancellation

This guidance is canceled upon approval of an updated document by the growingSTEMS Board of Directors.



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