

I. Policy Statement

The 1RAK, as a nonprofit, tax-exempt 501(c)(3) organization, depends on contributions from the public. The IRS as well as state corporate and tax officials view the operations of 1RAK as a public trust which is subject to scrutiny by the accountability to such governmental authorities as well as to members of the public.

Nonprofit board members and staff are likely to be affiliated with many organizations in the community, both on a professional and personal basis, so it is not unusual for actual or potential duality of interest to arise. Conflicts of interest involving trustees, consultants, staff or volunteers are not inherently illegal, nor are they to be regarded as a reflection on the integrity of the Board, the trustee, or volunteer.

The Board of Directors of 1RAK affirms with this Conflict of Interest Policy that the 1RAK Board of Directors, staff, consultants and volunteers, their relatives, friends or business associates, cannot be involved in matters that could have a conflict of interest as defined below.

It is in the interest of 1RAK, Trustees, staff and volunteers to strengthen trusts and confidence in each other, to expedite resolution of problems, to mitigate the effect and to minimize organizational and individual stress that can be caused by a conflict of interest. Therefore, members of the Board of Directors, staff and consultants are expected to reveal any relationships or interests they have which could influence their personal judgment in making decisions on behalf of 1RAK. Even if there is no actual conflict of interest, any potential or perceived conflict of interest should be declared in order to prevent surprises or misunderstandings.

II. Conflict of Interest Definition

No member of the 1RAK Board of Directors, officer, employee or agent or any member of his or her family or household shall derive any personal profit or gain, directly or indirectly, by reason of his or her participation in 1RAK. Each individual shall disclose to 1RAK any personal interest that he or she may have in any matter pending before 1RAK and shall refrain from participating directly or indirectly in any decision on such matter. The above notwithstanding, members of the Board of Directors shall be authorized to purchase insurance to protect the Board of Directors and to take any action expressly authorized by these By-Laws.

III. Procedure for Handling a Conflict of Interest

- Any conflict of interest or potential conflict of interest must be disclosed in writing to the Board.
- Any Director or staff must exempt themselves from participating in any discussion and voting on matters where they have, or may be perceived as having, a conflict of interest.
- The minutes of the meeting shall reflect any disclosures that are made as to conflicts or perceived conflicts and which board members abstained, and the fact that a quorum either was, or was not, achieved.
- On an annual basis and as a condition of the office every Director, officer, committee member and staff shall complete and file with the Board a questionnaire fully disclosing any area of conflict of interest.