

Conflict of Interest Policy

The standard of behavior at Hopedale Unitarian Parish (HUP) is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of HUP 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.

Volunteers, Staff and Board Members

It is understood that the purposes of this policy are to protect the integrity of the decision-making process, to enable (members of) our congregation 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, it is expected that where a conflict of interest is known a candidate 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 as is appropriate.

Meetings

In the course of meetings or activities, individuals are expected to disclose any interests in a transaction or decision where they (including business or other nonprofit affiliations), their family, and/or a significant other, employer, or close associates will receive a benefit or gain. After disclosure, it is expected that the person will be asked to leave the room for the discussion and will not be permitted to vote on the question.

Intention

We understand that this policy is meant to supplement good judgment, and will respect its spirit as well as its wording.

Approved by the Parish Board: Dec. 13, 2016