



## SENIORS **in SERVICE**

GEARED UP TO SERVE

### Seniors in Service of Tampa Bay, Inc. Conflict of Interest Policy

The standard of behavior at Seniors in Service is that all staff, volunteers & board members *scrupulously* avoid any conflict of interest between the interests of Seniors in Service on one hand, and personal, professional and business interests on the other. This includes avoiding actual conflicts of interest as well as perceptions of conflicts of interest.

I understand that the purposes of this policy are to protect the integrity of Seniors in Service's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputation of volunteers, staff and board members.

Upon or before election, hiring, or appointment, I 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 by Seniors in Service and it will be updated as requested.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliation), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

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

Signed \_\_\_\_\_ Date \_\_\_\_\_

Printed name \_\_\_\_\_