



COLUMBIA COUNTY PATHWAYS TO RECOVERY

PO BOX 486 GHENT NY 12075

Conflict of Interest Policy

The purpose of the following policy and procedures is to complement the Columbia Pathways To Recovery, Inc. bylaws to prevent the personal interest of Staff Members, Board Members, Officers and Volunteers for Columbia Pathways To Recovery, Inc. from interfering with the performance of their duties, or result in personal, financial, professional, or political gain on the part of such persons at the expense of Columbia Pathways To Recovery, Inc. or its' members, supporters, and other stakeholders.

Definitions: Conflict of Interest (also Conflict) means a conflict, or the appearance of a conflict, between the private interests and official responsibilities of a person in a position of trust. Persons in a position of trust include key volunteers, staff members, officers, and board members of Columbia Pathways To Recovery, Inc.. *Board* means the Board of Directors. *Officer* means an officer on the Executive Committee. *Volunteer* means a person - other than a board member or officer -- who does not receive compensation for services and expertise provided to Columbia Pathways To Recovery, Inc. and retains a significant independent decision-making authority to commit resources of the organization. *Staff Member* means a person who receives all or part of her/his income from the payroll of Columbia Pathways To Recovery, Inc.. *Supporter* means corporations, foundations, individuals, 501 (c) (3) nonprofits, and other nonprofit organizations who contribute to Columbia Pathways To Recovery, Inc..

POLICY AND PRACTICES

1. Full disclosure, by notice in **writing**, shall be made by the interested parties to the full Board of Directors in all conflicts of interest, including but not limited to the following:
 - a. A board member is related to another board member or staff member by blood, marriage or domestic partnership.
 - b. A staff member in a supervisory capacity is related to another staff member whom she/he supervises.
 - c. A board member or their organization stands to benefit from an Columbia Pathways To Recovery, Inc. transaction or staff member of such organization receives payment from Columbia Pathways To Recovery, Inc. for any subcontract, goods, or services other than as part of her/his regular job responsibilities or as reimbursement for reasonable expenses incurred as provided in the bylaws and board policy.
 - d. A board member's organization receives grant funding from Columbia Pathways To Recovery, Inc..
 - e. A board member or staff member is a member of the governing body of a contributor to Our Community Cares, Inc.
 - f. A volunteer working on behalf of Columbia Pathways To Recovery, Inc. who meets any of the situations or criteria listed above.

COLUMBIA PATHWAYS TO RECOVERY IS A COMMUNITY COMMITTED TOWARD BUILDING THE MANY PATHWAYS TO STRATEGIES AND SOLUTIONS FOR THE ADDICTION CRISIS IN COLUMBIA COUNTY, NY.



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2. Following full disclosure of a possible conflict of interest or any condition listed above, the Board of Directors shall determine whether a conflict of interest exists and, if so the Board shall vote to authorize or reject the transaction or take any other action deemed necessary to address the conflict and protect Columbia Pathways To Recovery, Inc.'s best interests. Both votes shall be by a majority vote without counting the vote of any interested Director, even if the disinterested Directors are less than a quorum provided that at least one consenting Director is disinterested.
3. A Board member or Officer who is formally considering employment with Columbia Pathways To Recovery, Inc. must take a temporary leave of absence until the position is filled. Such a leave will be taken within the Board members or Officers elected term which will not be extended because of the leave. A Board member or Officer who is formally considering employment with Columbia Pathways To Recovery, Inc. must submit a written request for a temporary leave of absence to the Secretary of the Executive Committee indicating the time period of the leave. The Secretary of Columbia Pathways To Recovery, Inc. will inform the President of such a request. The President will bring the request to the Board for action. The request and any action taken shall be reflected in the official minutes of Columbia Pathways To Recovery, Inc.'s Board meeting
4. An interested Board member, Officer or staff member shall not participate in any discussion or debate of the Board of Directors, or of any committee or subcommittee thereof in which the subject of discussion is a contract, transaction, or situation in which there may be a perceived or actual conflict of interest. However, they may be present to provide clarifying information in such a discussion or debate unless objected to by any present board or executive committee member.
5. Anyone in a position to make decisions about spending resources (i.e., transactions such as purchases contracts) – who also stands to benefit from Columbia Pathways To Recovery, Inc. decision – has a duty to disclose that conflict as soon as it arises (or becomes apparent); s/he should not participate in any final decisions.
6. A copy of this policy shall be given to all Board members, Officers, staff members, key volunteers or other key stakeholders upon commencement of such person's relationship with Columbia Pathways To Recovery, Inc. or at the official adoption of stated policy. Each board member, officer, staff member, and key volunteer shall sign and date the policy at the beginning of her/his term of service or employment and each year thereafter. Failure to sign does not nullify the policy.
7. This policy and disclosure form must be filed annually by all specified parties.

Printed Name: _____ Date: _____

Signature: _____ Position: _____

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