

Conflict of Interest and Board, Staff and Committee Member Contract Fees

Policy

Members of the Board, staff and Committees of MAWA are expected to adhere to a high standard of professional integrity. Personal gain and advancement shall not conflict with duty to MAWA. Members of the Board, staff and Committees are responsible for declaring any potential or actual conflict of interest, and recusing themselves from discussion in such cases. Any potential or actual conflict of interest will be brought forward to the Board and noted in the official minutes.

Members of the Board, staff and Committees of MAWA cannot contribute to MAWA programming and award nomination decisions that benefit or could be perceived to benefit them. Other examples of conflict of interest include acceptance of personal gifts beyond moderate courtesy, purchases that benefit themselves personally unrelated to the organization, and making public statements (written or verbal) that are in conflict with MAWA's mandate and practices.

Members of the Board, staff and Committees of MAWA are disallowed from being considered for any paid contract from MAWA if contracted work falls within the expected duties of their positions as MAWA Board, staff or Committee Member.

The Board, staff and Committee Members of MAWA can be hired on a contract basis for duties outside of or beyond the norm, under the conditions that:

- specific circumstances make them the best candidate for the position
- all decisions regarding this employment are made in their absence
- the yearly value of the contract position(s) does not exceed \$5,500.00.

The Board can make an exception to these provisions in extraordinary circumstances.

All decisions regarding contract employment of MAWA Board, staff and Committee Members are made with the Board's knowledge and approval.