

CONFLICT OF INTEREST POLICY

(approved by the Board on 12/22/98)

(updated and approved by the Board 12/15/03)

Definition: A conflict of interest may exist when the interests or concerns of any director, officer or staff members, or said person's immediate family, or any party, group or organization in which said persons hold a position as an employee, officer, director or partner, may be seen as competing with the interests or concerns of the United Way of York County.

Disclosure: Each member of the Board of Directors and staff of United Way of York County must disclose to the Board any possible conflict of interest. This disclosure must be updated annually.

Compliance: When such conflict of interest is relevant to a matter requiring action by the Board of Directors, the interested director shall bring it to the attention of the Board.