

## **Conflict of Interest Statement**

Take Me Home Pet Rescue is committed to integrity and fairness in the conduct of all its activities. Inevitably, the interests of Board/Staff/Volunteers will involve them in organizations, causes, and other endeavors that intersect with the affairs of Take Me Home Pet Rescue. This conflict of interest statement is intended to give guidance on disclosure of conflicts. This conflict of interest statement applies to all persons holding positions of responsibility and trust on behalf of Take Me Home Pet Rescue, including, but not limited to members of the Board of Directors, volunteer committee members, and Take Me Home Pet Rescue staff (Board/Staff/Volunteers). Individuals worthy of affiliation with Take Me Home Pet Rescue will govern themselves by the spirit of this statement.

- Each Board/Staff/Volunteer has the duty to place the interest of Take Me Home Pet Rescue foremost in any dealings on behalf of Take Me Home Pet Rescue. This accountability supersedes any conflicting loyalty to business interests, personal interests, or paid or volunteer service to other organizations.
- No Board/Staff/Volunteer will derive any personal profit or gain, directly or indirectly, by reason of his or her service to Take Me Home Pet Rescue.
- The conduct of personal business between any Board/Staff/Volunteer and the organization is prohibited (no self-dealing).
- Board/Staff/Volunteers may not obtain for themselves, their relatives, or their friends a material interest of any kind from their association with Take Me Home Pet Rescue.
- If a Board/Staff/Volunteer has an interest in a proposed transaction with the organization in the form of a significant personal financial interest in the transaction or in any organization involved in the transaction, or holds a position as trustee, director, or officer in any such organization, he or she must make full disclosure of such interest before any discussion or negotiation of the transaction and abstain from decision-taking actions. With disclosure to other participants, the work of Take Me Home Pet Rescue is furthered by the willingness of conflicted persons to share information bearing upon the matter under consideration.
- No Board/Staff/Volunteer may accept any payment or article of value from a grantee, potential grantee, or supplier, except nominal hospitality such as meals or token recognitions. In general, board members and staff should make every effort to decline to accept gifts on behalf of Take Me Home Pet Rescue, but in cases where it could be considered ungracious to decline, the Take Me Home Pet Rescue representative should make clear that the gift is being accepted on behalf of, and will be given to Take Me Home Pet Rescue.
- If a conflict, or the potential appearance of a conflict exists, the Board member must recuse themselves by not influencing, attempting to influence, or participating in that discussion and/or vote.