

**RONALD REAGAN-
PALISADES POST NO. 283
THE AMERICAN LEGION
DEPARTMENT OF CALIFORNIA**

CONFLICT OF INTEREST POLICY

It is Policy of Ronald Reagan-Palisades Post No. 283 (the "Post") that no Post member or employee shall engage in, and shall avoid, a conflict of interest involving the Post, unless there has been full, prompt prior disclosure to, and approval by, the Post Executive Committee (the "ExCom") at a meeting not including the involved Officer or Employee, of all facts pertaining to the conflict of interest. (The officers, members of the ExCom and Post employees are referred in this Policy as "Officers" and "Employees.")

The term "conflict of interest" shall mean an Officer, Employee or Post member having a financial or other interest, directly or indirectly, in any decision or matter before or proposed to be brought before the ExCom or the Post membership that results from having, directly or indirectly, through business, investment, or immediate family ("immediate family" means spouse, children, stepchildren, grandchildren, brothers, sisters, parents, grandparents, nieces and nephews of the involved member):

- a. An ownership or investment interest in any entity with which the Post has a transaction or arrangement, or a proposed transaction or arrangement,
- b. A compensation arrangement with the Post or with any entity or individual with which the Post has a transaction or arrangement or proposed transaction or arrangement, or
- c. An ownership or investment or potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Post is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

It is Post Policy that no Officer or Employee shall disclose or use in any manner any information presented to or proposed to be presented to the ExCom or membership or any decision or matter brought before the ExCom which may result in such Officer or Employee, or his or her immediate family, or another person or organization (business, civic, charitable, not-for-profit or otherwise) in which the Officer or Employee has an ownership, employment or leadership relationship, to gain financially, directly or indirectly, except as approved by the ExCom.

No Officer or Employee may participate in any discussion of any matter before, or proposed to be presented to, the ExCom when such matter involves a conflict of interest or the possibility of financial gain or loss, directly or indirectly, to such Officer or Employee or to his or her immediate family, or to another person or organization (business, civic, charitable, or not-for-profit or otherwise) in which such Officer or Employee has an ownership, employment or leadership relationship. Such matters would include, but not be limited to, contracts to furnish goods and services, lease or purchase agreements of real or personal property, solicitation and making of donations, or such like matters which may result in a conflict of interest or a financial gain or loss, directly or indirectly.

Upon learning that a matter may create a violation of this Policy or a conflict of interest, the Officer or Employee must make a full disclosure of his or her interest in such matter to the ExCom and shall not participate further in any discussion or decision on such matter. The failure of a member to make a disclosure as described in this Policy may result in such agreement, contract, lease or matter being declared null and void at the discretion of the ExCom and may result in the Officer's or Employee's removal from the ExCom and/or as an employee by vote of the ExCom.

AGREEMENT

I have read, understand and will comply with Ronald Reagan-Palisades Post No. 283’s Conflict of Interest Policy.

_____ I have no conflicts to report.

_____ I have the following conflicts to report:

Signature:	Date:
Printed Name:	Ronald Reagan-Palisades Post No. 283