

# **Miracle Workers Alliance**

## **Conflict of Interest Policy**

### **1. Purpose**

The purpose of the Conflict of Interest Policy for Miracle Workers Alliance (hereinafter referred to as "the Alliance") is to protect the integrity and ensure the transparency of the decision-making processes within the Alliance. This policy is intended to guide officials, employees, and volunteers in identifying, disclosing, and managing any conflicts between their personal interests and the interests of the Alliance.

### **2. Definitions**

- a. **Conflict of Interest:** A situation in which a person's personal interests could improperly influence the performance of their official duties or compete with the interests of the Alliance, whether actual, potential, or perceived.
- b. **Personal Interest:** Includes any interest, relationship, or responsibility likely to influence a person's judgment, including financial interests, familial relationships, or other personal affiliations.

### **3. Policy Statement**

All board directors, officers, employees, and volunteers of the Alliance are expected to act in the best interest of the Alliance and in accordance with its mission. They are required to disclose any personal interests that might be viewed as conflicting with the interests of the Alliance.

### **4. Disclosure of Conflicts**

Individuals covered by this policy must disclose any conflicts of interest at the earliest opportunity. This disclosure should be made to the Board of Directors or a designated committee responsible for managing conflicts of interest.

### **5. Procedure for Managing Conflicts**

- Upon disclosure of a potential conflict of interest, the concerned individual shall not participate in discussions or decision-making processes related to the matter in question.

- The Board of Directors or the designated committee shall determine the appropriate response to the conflict, which may include modifying the decision-making process, seeking an alternative arrangement, or requiring the individual to recuse themselves from related matters.
- Records of disclosed conflicts and the resolutions decided by the board or committee shall be maintained as part of the organization's official records.

## **6. Review of Policy**

This policy shall be reviewed annually by the Board of Directors. All board directors, officers, employees, and volunteers are required to review and acknowledge their understanding and acceptance of this policy.

## **7. Acknowledgement of Understanding**

All board directors, officers, employees, and volunteers shall provide a written acknowledgement, may include an eSignature, of their understanding and agreement to comply with this Conflict of Interest Policy annually.

## **8. Violations of the Conflict of Interest Policy**

Violations of this policy will be addressed by the Board of Directors and may result in disciplinary action up to and including termination from the position within the Alliance.

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## **Adoption of Policy**

This Conflict of Interest Policy was adopted by the Board of Directors of Miracle Workers Alliance on March 16, 2024, affirming our collective commitment to transparency, integrity, and accountability in all our activities and decisions.

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