

Conflict of Interest Policy for the Addison Jo Blair Foundation

A conflict of interest is defined as an actual or perceived interest by a staff or Board member in an action that results in, or has the appearance of resulting in, personal, organizational, or professional gain. Officers and members are obligated to always act in the best interest of the organization. This obligation requires that any officer or member, in the performance of organization duties, seek only the furtherance of the organization mission. At all times, officers and board members are prohibited from using their job title or the organization's name or property, for private profit or benefit. The following articles will be abided by all Board members of the Addison Jo Blair Foundation.

A. The officers and members of the organization will neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, vendors, or institutions. This is not intended to preclude bona-fide organization fund raising-activities.

B. No officer, or member of the organization, shall participate in the selection, award, or administration of a purchase or contract with a vendor or institution where, to his/her knowledge, any of the following has a financial interest:

1. The officer or member;
2. Any member of their immediate family;
3. Their partner/significant other;
4. An organization in which any of the above is an officer, director or employee;
5. A person or organization with whom any of the above individuals is negotiating or has an arrangement concerning prospective employment.

C. No officer, or member of the organization, shall publicly endorse, aid, or advertise for the election of any political candidate or party on behalf of the Addison Jo Blair Foundation. This also includes the use of the Addison Jo Blair Foundation's social media or Foundation events or fundraisers.

D. **Disclosure**--Any possible conflict of interest shall be disclosed by the person or persons concerned.

E. **Board Action**--When a conflict of interest is relevant to a matter requiring action by the Board, the interested person(s) shall call it to the attention of the Board and said person(s) shall not vote on the matter. In addition, the person(s) shall not participate in the final decision or related deliberation regarding the matter under consideration. When there is a doubt as to whether a conflict exists, the matter shall be resolved by vote of the Board, excluding the person(s) concerning whose situation the doubt has arisen.

***The Addison Jo Blair Memorial Scholarship –*

1. All scholarship applications will have the applicants name whitened out; placed in a sealed envelope and then numbered on the outside of the envelope.
2. All applications will be brought to the Addison Jo Blair Foundation Board at a called meeting to be reviewed.
3. Each Board member will review each application and then vote on applications based on the criteria listed in the memorial scholarship application.
4. If there are no applicants that meet the scholarship criteria, the Addison Jo Blair Foundation reserves the right to withhold scholarship money for that school year.
5. Wes Blair, Executive Director of the Addison Jo Blair Foundation, will not be a part of the voting process due to his immediate and past connection to Central Hardin High School where the scholarship will be rewarded.

F. **Record of Conflict**--The official minutes of the Board shall reflect that the conflict of interest was disclosed and the interested person(s) did not participate in the final discussion or vote and did not vote on the matter.

ADDISON JO BLAIR FOUNDATION

Official Agency Title

Name of Authorized Representative

Title of Authorized Representative

Signature of Authorized Representative

Date