

## **Voices Unhidden™**

### **Conflict of Interest Policy**

#### **Purpose**

Voices Unhidden™ is committed to maintaining integrity, transparency, accountability, and public trust in all organizational activities, partnerships, and decision-making processes.

This Conflict of Interest Policy is intended to help identify and address situations in which personal, financial, professional, or relational interests could improperly influence—or appear to influence—the actions or decisions of individuals acting on behalf of the organization.

#### **Individuals Covered**

This policy applies to:

- Board members
- Officers
- Volunteers
- Ambassadors
- Advisors
- Contractors
- Team members
- Any individual acting on behalf of Voices Unhidden™

#### **Definition of Conflict of Interest**

A conflict of interest may arise when an individual's personal interests, relationships, financial interests, outside activities, or affiliations interfere with—or appear to interfere with—the best interests of the organization.

#### **Examples may include:**

- Personal financial benefit connected to organizational decisions;
- Favoritism involving family members, friends, or close associates;
- Using organizational affiliation for personal disputes or personal gain;
- Undisclosed relationships with vendors, sponsors, collaborators, or outside organizations;
- Public or private conduct that compromises organizational neutrality, integrity, or credibility.

#### **Duty to Disclose**

Individuals associated with Voices Unhidden™ are expected to promptly disclose any actual, potential, or perceived conflicts of interest to organizational leadership when appropriate.

Disclosure allows the organization to evaluate situations fairly and determine whether any safeguards or limitations are necessary.

### **Recusal & Organizational Protection**

When a conflict of interest exists or may reasonably appear to exist, Voices Unhidden™ may require:

- Recusal from discussions or decisions;
- Limitation of participation in certain activities;
- Additional oversight or review;
- Other reasonable steps necessary to protect organizational integrity.

### **Prohibited Conduct**

Individuals acting on behalf of Voices Unhidden™ may not:

- Use organizational affiliation to threaten, intimidate, harass, or retaliate against others;
- Exploit organizational relationships for personal disputes;
- Misrepresent personal opinions as official organizational positions;
- Use organizational resources for unauthorized personal benefit.

### **Good Faith & Transparency**

Voices Unhidden™ recognizes that not all conflicts are intentional or unethical. Individuals are encouraged to disclose concerns in good faith so that situations may be addressed professionally and transparently.

### **Organizational Discretion**

Voices Unhidden™ reserves the right to review potential conflicts of interest and determine appropriate actions necessary to protect the organization, its mission, its volunteers, and the communities it serves.

### **Policy Review**

This policy may be updated periodically as Voices Unhidden™ continues to expand its organizational structure, partnerships, and operations.