

## Gowanda Free Library Conflict of Interest Policy

### **Policy:**

Trustees and employees of the Gowanda Free Library shall adhere to the highest standards of honesty, good faith, and fair dealing in all activities relating to the organization.

No trustee, employee, or any member of their respective families or households shall accept gifts, gratuities, or favors of any kind from any person, firm, or corporation doing business or seeking to do business with Gowanda Free Library and which could reasonably be expected to influence, or created the appearance of influencing, his or her actions affecting the Gowanda Free Library.

Without full and complete disclosure to and approval by the Board of Trustees or its Executive Committee, no trustee or employee shall have any position of influence with, or material financial interest in, any other entity, the existence of which does or could reasonably be expected to conflict with the proper performance of his or her duties or responsibilities to Gowanda Free Library, or which could reasonably be expected to affect his or her independent judgment and action with respect to transactions between the Gowanda Free Library and such other entity. If such a position exists, it must be disclosed to the Library Director and to the President of the Board.

Each trustee and the Library director shall provide the Board of Trustees with a written notification of any transaction or situation that may imply any reasonable doubt concerning the possible existence of a conflict of interest by the director or staff person.

In the event that the Gowanda Free Library may wish to contract or enter into an arrangement for goods or services under circumstances that may present a conflict of interest affecting one or more of its trustees or employees, the following shall apply. The affected person(s) of the Gowanda Free Library agree(s) to provide full information to the Board of Trustees to allow the Board of Trustees to approve or disapprove by resolution, with the advantage of full disclosure, such contract or arrangement. The affected person shall recuse himself from the vote.

Annually, and upon start of duties, Gowanda Free Library trustees and employees shall complete and return to the President of the Board a Disclosure of Interests Form.

The President of the Board shall administer this policy. Any disputed action of the Library Director or other Library employee with respect to this policy shall be resolved by the Board of Trustees.

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## **Gowanda Free Library Disclosure of Interest Guidelines**

The conflict of interest policy, which sets forth standards of expected conduct, includes a provision which requires trustees and non-union employees to disclose all interests which could result in a conflict.

Please complete and return the enclosed Disclosure of Interests Form. Please be assured that the disclosure requirements are intended to provide the Board with a systematic and ongoing method of disclosing and ethically resolving potential conflicts of interest. Although it is impossible to list every circumstance giving rise to a possible conflict of interest, the following will serve as a guide to the types of activities that might cause conflicts and that should be fully reported:

### **1. Outside Interests**

- A. To hold, directly or indirectly, a position or a material financial interest in any other entity from which the individual has reason to believe the Gowanda Free Library goods or services (including the services of buying or selling stocks, bonds, or other securities), or that provides services competitive with the system.
- B. To compete, directly or indirectly with the Gowanda Free Library in the purchase or sale of property or property rights, interests or services.

### **2. Outside Activities**

To render directive, managerial, or consultative services to any outside concern that does business with, or competes with the services of the Gowanda Free Library, or to render other services in competition with the Gowanda Free Library.

### **3. Inside Information**

To disclose or use information relating to the Gowanda Free Library business for the personal profit or advantage of the individual or their respective families or households.

### **4. Gifts, Gratuities, and Entertainment**

To accept gifts, excessive entertainment, or other favors from any outside concern that does, or is seeking to do, business with, or is a competitor of, the Gowanda Free Library under circumstances from which it might be inferred that such action was intended to influence or possibly would influence the individual in the performance of their duties.

This prohibition is not intended to preclude business meals or other nominal benefits in the reasonable and ordinary course of business.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. It should be particularly noted that disclosure relates not only to yourself, but also to your respective families or households.

# Gowanda Free Library Conflict of Interest Policy

## Gowanda Free Library Disclosure of Interest Form

TO: President, Gowanda Free Library Board of Trustees

RE: Conflict of Interest Disclosure

A copy of the Gowanda Free Library Conflict of Interest Policy has been furnished to me. I hereby state that I, or members of my respective families or households, have the following affiliations or interest and have taken part in the following transactions that, when considered in conjunction with the position with or relation to the Gowanda Free Library, might possibly constitute a conflict of interest. (Check "None" where applicable)

**1. Outside Interests**    ☐ None

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**2. Outside Activities**    ☐ None

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**3. Inside Information**    ☐ None

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**4. Gifts, Gratuities, and Entertainment**    ☐ None

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**5. Other**    ☐ None

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I hereby agree to report to the Board Chairperson any further situation that may develop before completion of my next questionnaire.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name (Printed or typed)

\_\_\_\_\_  
Signature