



CONFLICT OF INTEREST POLICY

Directors must perform their responsibilities in a manner that avoids any real or apparent conflict of interest between their private interests and the interests of the OJCF. A conflict of interest is defined as an actual or perceived interest by a Board member in an action that results in or has the appearance of resulting in, personal, organizational or professional gain.

It is in the interest of the OJCF, individual staff and Board members to strengthen trust and confidence in each other, to expedite resolution of problems, to mitigate the effect and to minimize organizational and individual stress that can be caused by a conflict of interest. The appearance of a conflict of interest can cause embarrassment to the OJCF and jeopardize the credibility of the OJCF. Any conflict of interest, potential conflict of interest or the appearance of a conflict of interest is to be reported to the OJCF Chair.

1. No member of the OJCF Board of Directors, or any of its Committees, shall derive any personal profit or gain, directly or indirectly, by reason of his or her participation with the OJCF.
2. Each individual shall disclose to the OJCF any personal interest which he or she may have in any matter pending before the OJCF and shall refrain from participation in any decision on such matter.
3. No member of the Board of Directors shall participate in any discussion or vote on any matter in which he or she or a member of his or her immediate family has potential conflict of interest due to having material economic involvement regarding the matter being discussed.
4. When such a situation presents itself, the director must announce his or her potential conflict, disqualify himself or herself, and may be excused from the meeting until discussion is over on the matter involved.
5. Members of the Board of Directors should consult with the OJCF Chair if in doubt about whether a real or apparent conflict exists.
6. The Chair of the meeting is expected to make inquiry if such conflict appears to exist and the board member has not made it known.

The policy was approved by the members of the Board at a scheduled Board meeting on May 26th, 2008.