

Conflict of Interest Policy

The Battle: Cancer Project

Article I: Purpose

The purpose of this conflict of interest policy is to protect the integrity of *The Battle: Cancer Project's* decision-making process by ensuring that board members, officers, and key volunteers avoid situations where personal or financial interests could improperly influence their duties to the organization.

We believe support is our strongest class, and integrity is how we keep our armor polished.

Article II: Definitions

- **Interested Person:** Any board member, officer, or key volunteer with a direct or indirect financial interest (see below) in a transaction or arrangement involving the organization.
- **Financial Interest:** A person has a financial interest if they have, directly or indirectly, through business, investment, or family:
 - An ownership or investment interest in any entity that the organization is negotiating with or considering.
 - A compensation arrangement (past, present, or potential) with the organization or any entity involved with it.
 - A potential ownership or investment interest in, or compensation arrangement with, any entity or individual involved in a transaction with the organization.

Article III: Duty to Disclose

In the event of a potential conflict, the interested person must disclose the nature of the financial or personal interest to the board before any related decision or discussion. Transparency is key. We don't do secret side quests without a party.

Article IV: Procedures for Addressing the Conflict

1. **Disclosure:** The interested person presents all relevant facts.

2. **Discussion & Decision:** The board (or a committee without the conflicted person) discusses and votes on whether a conflict exists.
3. **Recusal:** If a conflict is confirmed, the interested person must recuse themselves from discussion and vote on the issue.
4. **Alternative Options:** The board explores alternatives to ensure the decision is made in the best interest of the mission, not individual gain.

Article V: Records of Proceedings

Meeting minutes will document:

- The disclosed conflict
- The board's decision regarding the conflict
- Any discussions or votes, including who recused themselves

Article VI: Violations

If the board believes someone has failed to disclose a conflict:

1. The person will be notified and given a chance to explain.
2. If the board still determines a violation occurred, disciplinary action (up to removal from the board or role) may follow.

Article VII: Annual Statements

Each board member, officer, and key volunteer shall annually sign a statement affirming that they:

- Have received and read this policy
- Understand it
- Agree to comply and disclose any potential conflicts

Article VIII: Periodic Reviews

The organization may periodically review:

- Compensation arrangements
- Financial transactions
- Partnerships or affiliations

...to ensure compliance and alignment with nonprofit integrity.

Sign-Off

This policy was approved by the Board of Directors of The Battle: Cancer Project on April 20, 2025.