

Conflict of Interest

The purpose of the following policy and procedures is to prevent the personal interest of staff members, and board members from interfering with the performance of their duties to Jordanville Public Library , or result in personal financial, professional, or political gain on the part of such persons at the expense of Jordanville Public Library or its patrons, supporters, and other stakeholders.

Definitions:

Conflict of Interest (also Conflict) means a conflict, or the appearance of a conflict, between the private interests and official responsibilities of a person in a position of trust. Interest means a direct or indirect pecuniary or material benefit accruing to a Library trustee or employee as the result of a contract with the Library which such officer or employee serves. Persons in a position of trust include staff members, officers, and board members of Jordanville Public Library .

Board means the Board of Trustees.

Officer means an officer of the Board of Trustees.

Volunteer means a person -- other than a board member -- who does not receive compensation for services and expertise provided to Jordanville Public Library .

Staff Member means a person who receives all or part of her/his income from the payroll of Jordanville Public Library .

Patron means a Customer of Jordanville Public Library .

Supporter means corporations, foundations, individuals, 501 (c) (3) nonprofits, and other nonprofit organizations who contribute to Jordanville Public Library .

POLICY AND PRACTICES

1. Full disclosure, by notice in writing, shall be made by the interested parties to the full Board of Trustees in all conflicts of interest, including but not limited to the following:

- a. A board trustee is related to another board member or staff member by blood, marriage or domestic partnership.
- b. A staff member in a supervisory capacity is related to another staff member whom she/he supervises.
- c. A board member or his/her organization accrues a direct or indirect pecuniary or material benefit from an Jordanville Public Library transaction or staff member of such organization receives payment from Jordanville Public Library for any subcontract, goods, or services other than as part of her/his regular job responsibilities or as reimbursement for reasonable expenses incurred as provided in the bylaws and board policy.
- d. A board member's organization receives grant funding from Jordanville Public Library .
- e. A board member or staff member is a member of the governing body of a contributor to Jordanville Public Library .
- f. A volunteer working on behalf of Jordanville Public Library who meets any of