

CONFLICT OF INTEREST POLICY

To avoid even the appearance of a conflict which could tarnish the reputation of United Way of the Piedmont and/or undermine the public's trust, UWP volunteers, staff and representatives will act in an ethical manner by:

- Ensuring that travel, entertainment, and related expenses are incurred on a basis consistent with the mission of UWP and not for personal gain or interests
- Declining any gift, gratuity, or favor in the performance of UWP duties except for promotional items of nominal value, and any food, transportation, lodging or entertainment unless directly related to UWP business
- Refraining from influencing the selection of staff, consultants, or vendors who are relatives or personal friends or affiliated with, or are employed by a person with whom they have a relationship that adversely affects the appearance of impartiality
- Refraining from participating in or influencing any decision or other action of UWP that could result in a direct or indirect benefit to his or her family or any UWP with which the employee, volunteer or representative is substantially affiliated
- Ensuring that outside employment and other activities do not adversely affect the performance of their UWP duties or the achievement of UWP's mission. An employee should avoid using UWP to facilitate any outside employment or activity.