

# **CROSS COUNTRY YUKON**

## **CONFLICT OF INTEREST GUIDELINES**

### **Introduction:**

Conflicts of interest may arise from time to time in the affairs of Cross Country Yukon (CCY) where the private interests of an individual interfere with their official duties and responsibilities. Conflicts may be real or perceived. In either case, volunteers and employees should protect themselves and CCY from potential legal and public relations difficulties by observing the following objective, principles and guidelines and by using good judgement.

### **Objective:**

To provide guidelines for conduct of all volunteers and employees of CCY that will contribute to the avoidance of conflict of interest.

### **Principles:**

Volunteers and employees shall perform their official duties in a manner that will conserve and enhance public confidence and trust in the integrity, objectivity and impartiality of CCY.

Volunteers and employees should not have private interests that would be affected by CCY actions in which they participate.

Volunteers and employees shall not solicit or accept transfers of economic benefits, other than incidental gifts, customary hospitality, or from persons or organizations having dealings with CCY unless the transfer is pursuant to an enforceable contract or property right of the volunteer or employee. Such benefits may be accepted with the express consideration and consent of CCY.

**CCY – CONFLICT OF INTEREST GUIDELINES (continued)**

**Guidelines for Compliance:**

Neither benefits received nor private interests of an individual should influence the objectivity and impartiality of their judgements in the performance of their duties and responsibilities.

Avoid being placed under obligation to any person or organization that might profit from special consideration by a volunteer or an employee.

Volunteers and employees should abstain from discussion and decisions of CCY which may provide a direct benefit or advantage to themselves or their immediate family members. Provide to CCY a written statement indicating ownership of an asset, or receipt of a gift, hospitality or other benefit.

Where continued ownership would constitute a conflict of interest, persons involved should be divesting themselves or place the interest in trust.

Negotiation of contracts for goods, services or employment should be reviewed by the Executive Committee to ensure that all potential conflicts of interest are identified and resolved.