

Presbytery of Geneva Conflict of Interest Policy

The Presbytery of Geneva has adopted its conflict of interest policy to assist the Presbytery in carrying out its duties and responsibilities in an ethical manner while also protecting the integrity of the organization as a whole.

The Conflict of Interest Policy covers all interests which may influence an elected person's or a staff person's duties and responsibilities. The Policy covers instances where there may be a personal benefit or the avoidance of personal loss.

A conflict of interest is any situation in which a personal interest may be incompatible or in conflict with one's responsibility in a Presbytery position. Membership in another organization may, or may be perceived to, influence carrying out one's duties and responsibilities.

Conflicts of interest may be real - that is, an interest that may influence one's duties and responsibilities; or potential, in that it could influence; or apparent, where there are reasonable grounds to believe there may be a conflict even if, in fact, there is none.

To avoid real, potential, or apparent conflict of interest situations, elected leaders and staff members will:

- declare a real, potential, or apparent conflict of interest and the nature of the conflict, at the earliest opportunity
- refrain from discussion, debate, and voting in matters where a real, potential or apparent conflict may exist
- not attempt in any way before, during or after the meeting to influence the voting
- not discuss anything in relation to any decision taken on the matter outside of the meeting

Should an elected leader violate the above Policy in any way, the General Council may exercise one of the following options:

- issue a verbal or written reprimand
- request resignation
- recommend to the Presbytery that the election be rescinded

Should a staff member violate the above Policy in any way, the Personnel Committee of the Presbytery may exercise one of the following options:

- issue a verbal or written reprimand
- request resignation
- recommend termination

Policy Approved by the Presbytery of Geneva on March 20, 2018

Board of Trustee members and staff are required to acknowledge in writing receipt of this policy.

Name _____

Position _____

Date _____

