

## **Delta Mu Delta Honor Society (DMD) Conflict of Interest Statement and Code of Conduct**

The expected behavior for DMD requires the Board of Directors (Members), staff, and volunteers to scrupulously avoid any conflict of interest (perceived or actual) between the interests of DMD and their personal, professional, and business interests.

The board commits itself and its members to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum when acting as board members.

1. Members must have loyalty to DMD and avoid conflicts of interest caused by loyalties to staff, other organizations, and any personal interests.
2. Members must avoid conflicts of interest with respect to their fiduciary responsibility.
  - a. There will be no self-dealing or business by a Member with the organization. Members will annually disclose their involvement with other organizations, with vendors, or any associations that might be or might reasonably be seen as being in conflict.
  - b. When the board is to decide upon an issue, about which a Member has an unavoidable conflict of interest, that Member shall abstain without comment from not only the vote but also from deliberation.
  - c. Members will not use their board position to obtain employment in the organization for themselves, family members, or close associates. Any Member applying for employment must resign from the board prior to employment. An exception is the current Executive Director, which will be resolved after the next National Chapter vote.
3. Members may not attempt to exercise individual authority over the organization.
  - a. Members' interaction with the Executive Director (ED) or with staff must recognize the lack of authority vested in individuals except when explicitly board authorized.

(continued)

- b. Members' interaction with public, press or other entities must recognize the same limitation and the inability of any board member to speak for the board except to repeat explicitly stated board decisions.
  - c. Except for participation in board deliberation about whether reasonable interpretation of board policy has been achieved by the ED, Members will not express individual judgments of performance of employees or the ED.
4. Members will respect the confidentiality appropriate to issues of sensitive nature.
  5. Members will be properly prepared for board deliberation.

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I understand that the purposes of this policy are to protect the integrity of Delta Mu Delta's decision-making process, to enable our members and other constituencies to have confidence in our integrity, and to protect the integrity and reputation of all volunteers and staff.

Upon or before election, hiring or appointment, the below is a full disclosure of interests, relationships, holdings (both direct and indirect) that could potentially result in a conflict of interest.

I understand this form will be updated as appropriate and at least annually at the first board meeting of the fiscal year.

In the course of meetings or activities, I will disclose any interests in a transaction or decision in which I (including my other nonprofit or business affiliation), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to either leave the room for the discussion or not participate in the discussion, and I will not be permitted to vote on the question.

I understand that this policy is meant to be a supplement to good judgment and will respect its spirit as well as its wording.

(continued)

I, by my signature, acknowledge that I have read and understand the above Conflict of Interest Statement and Code of Conduct for DMD and that I will abide to and agree with such Policy.

Signed: \_\_\_\_\_

Printed Name: \_\_\_\_\_

DMD Role: \_\_\_\_\_

Date: \_\_\_\_\_

**Disclosure of Interests:**

Nature of Relationship	Company or Organization	Potential Conflict
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Passed by Board Resolution  
As Amended on June 19, 2008

Signed by all Members in Attendance  
Attested by  
R. L. Sosnowski, Secretary