



Conflict of Interest Policy

The members of the Board of Directors, Advisory Council members, President/CEO and all employees of the Children's Forum, Inc. (the "Children's Forum") shall avoid any and all actual or perceived conflict of interest between their personal, professional or business interests and those of the Children's Forum. In dealing with and on behalf of the Children's Forum, all individuals covered by this policy shall be held to a strict rule of honest and fair dealing between themselves and the Forum. They shall not use their positions, or knowledge gained, in such a way that a conflict, real or perceived, would arise between the interest of the Children's Forum and that of the individual. Any actual or threatened violation of this prohibition should be promptly disclosed to the President/CEO or in the case of an actual or threatened violation by the President/CEO to the Chair of the Board of Directors.

The members of the Board of Directors, Advisory Council members, President/CEO and employees of the Children's Forum shall not accept any material gifts, favors, or hospitality that might influence their decision-making or compromise their judgment in actions affecting the Children's Forum.

Although positions of divided interest with potential conflict may exist from time to time, such instances shall not be permitted to influence adversely, or otherwise, the welfare of, or actions of, the Children's Forum. Therefore, any persons subject to this policy shall promptly disclose for him/her and members of his/her immediate family:

- (a) The existence of any actual or pending employment, appointment, activity, relationship or other position which may be of divided interest with the Children's Forum.
- (b) Any interest in a transaction or decision involving the Children's Forum through which the individual or his or her immediate family member stands to receive a benefit or gain.
- (c) The existence of any actual or pending investment, contract, conveyance, purchase, sale or other transaction directly or indirectly involving or affecting such persons and which might involve a real or apparent conflict with the interest of the Children's Forum.

Further, members of the Board of Directors shall not participate in any discussion or debate of the Board or its committees or subcommittees in which the subject of discussion is a contract, transaction, or situation in which there may be a perceived or actual conflict of interest and shall recuse him/herself from any votes taken on the subject. However, members may be present to provide clarifying information in such a discussion or debate, upon the request of a Board or committee member.

The disclosures required by this policy shall be made to the President/CEO or in the case of disclosure by the President/CEO, to the Chair of the Board of Directors and each such disclosure shall be memorialized in writing. Any individual covered by this policy shall not take any action for or on behalf of the Children's Forum with respect to any matter for which he or she makes a disclosure under this policy. Each year, all employees, the President/CEO, Board of Directors and Advisory Council members shall complete and sign this conflict of interest statement. This statement covers the period beginning July 1, 2020 and ends June 30, 2021.

Print Name

Signature

Date