



Conflict of Interest Policy

Source: Sights for Hope Operations Policies

The following policy is excerpted from Sights for Hope's Operations Policies, as approved by its Board of Directors on June 10, 2026, and is provided as a stand-alone excerpt for reference and due diligence purposes.

1.3 Conflicts of Interest

Conflicts of interest, including perceived conflicts of interest, undermine trust, integrity, and objective decision-making within our organization. By prioritizing personal gain over responsibility, they create legal risks, damage the organization's reputation, and erode stakeholder confidence.

Standards

- An actual or potential conflict of interest occurs when an employee, board member, or volunteer is in a position to influence a decision that may result in a personal gain – including any substantial gift or special consideration – for themselves, a relative, or someone with whom they are in a romantic relationship.
- Employees, board members, and volunteers shall not accept gifts of a value exceeding \$10.00 from suppliers, vendors, grantors, clients, other associated individuals, or other organizations.
- Each employee and member of the Board of Directors must complete and sign a conflict of interest disclosure annually and all other volunteers must do so at least once.
- Employees, board members, and volunteers must disclose any new conflicts, or potential conflicts, when they arise.
- Board members must recuse themselves from any consideration of vote regarding matters in which a real or perceived conflict of interest exists.