



Special Olympics
Chicago



Special Children's
Charities

Conflict of Interest Policy

Purpose of Policy

This conflict of interest policy is designed to help directors, officers, and employees of the Special Children's Charities identify situations that present potential conflicts of interest and to provide Special Children's Charities with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and procedures prescribed herein and those in federal or state law, the law shall control. All capitalized terms are defined in Part 2 of this policy.

1. Conflict of Interest Defined.

For purposes of this policy, the following circumstances shall be deemed to create Conflicts of Interest:

- a. Outside Interests.
 - i. An Agreement or Transaction between Special Children's Charities and a Responsible Person or Family Member.
 - ii. An Agreement or Transaction between Special Children's Charities and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, employee, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.
- b. Outside Activities.
 - i. A Responsible Person competing with Special Children's Charities in the rendering of services or in any other Agreement or Transaction with a third party.
 - ii. A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with Special Children's Charities in the provision of services or in any entity that has an agreement or transaction with Special Children's Charities.
- c. Gifts, Gratuities and Entertainment. A Responsible Person accepting gifts, entertainment, or other favors from any individual or entity that:
 - i. does or is seeking to do business with, or is a competitor of Special Children's Charities; or
 - ii. has received, is receiving, or is seeking to receive a loan or grant, or to secure other financial commitments from Special Children's Charities;
 - iii. is a charitable organization which is seeking favorable treatment as a business.
 - iv. under circumstances where it might be inferred that such action was intended to influence or possibly would influence the Responsible Person in the performance of his or her duties. This does not preclude the acceptance of items of nominal or insignificant value or entertainment of nominal or insignificant value that are not related to any particular transaction or activity of Special Children's Charities.



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2. Definitions.

- a. A “Conflict of Interest” is any circumstance described in Part 1 of this Policy.
- b. A “Responsible Person” is any person serving as an officer, employee, or member of the board of directors of Special Children’s Charities.
- c. A “Family Member” is a spouse, domestic partner, parent, child, or spouse of a child, brother, sister, or spouse of a brother or sister, of a Responsible Person.
- d. A “Material Financial Interest” in an entity is a financial interest of any kind that, in view of all the circumstances, is substantial enough that it would, or reasonably could, affect a Responsible Person’s or Family Member’s judgment with respect to transactions to which the entity is a party. This includes all forms of compensation.
- e. An “Agreement or Transaction” is any agreement or relationship involving the sale or purchase of goods, services, or rights of any kind, the providing or receipt of a loan or grant, or the establishment of any other type of pecuniary relationship by Special Children’s Charities. The making of a gift to Special Children’s Charities is not an Agreement or Transaction within the meaning of this document.

3. Procedures.

- a. Before board or committee action on an Agreement or Transaction involving a Conflict of Interest, a director or committee member having a Conflict of Interest and who is in attendance at the meeting shall disclose all facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting.
- b. A director or committee member who plans not to attend a meeting at which he or she has reason to believe that the board or committee will act on a matter in which the person has a Conflict of Interest shall disclose to the chair of the meeting all facts material to the Conflict of Interest. The chair shall report the disclosure at the meeting and the disclosure shall be reflected in the minutes of the meeting.
- c. A person who has a Conflict of Interest shall not participate in or be permitted to hear the board’s or committee’s discussion of the matter except to disclose material facts and to respond to questions. A person who has the conflict of interest shall be excused from the Board meeting or committee meeting during either a discussion or voting on the matter as to which there is a Conflict of Interest. Such person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.
- d. A person who has a Conflict of Interest with respect to an Agreement or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote. The person having a conflict of interest may not vote on the Agreement or Transaction and shall not be present in the meeting room when the vote is taken, unless the vote is by secret ballot. Such person’s ineligibility to vote shall be reflected in the minutes of the meeting. For purposes of this paragraph, a member of the board of directors of Special Children’s Charities has a Conflict of Interest when he or she stands for election as an officer or for re-election as a member of the board of directors.
- e. Responsible Persons who are not members of the board of directors of Special Children’s Charities, or who have a Conflict of Interest with respect to an Agreement or Transaction that is not the subject of board or committee action, shall disclose to the Chair or the Chair’s designee any Conflict of Interest that such Responsible Person has with respect to an Agreement or Transaction. Such disclosure shall be made as soon as the Conflict of Interest is known to the Responsible Person. The Responsible Person shall refrain from any action that may affect Special Children’s Charities’ participation in such Agreement or Transaction.



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- f. In the event it is not entirely clear that a Conflict of Interest exists, the individual with the potential conflict shall disclose the circumstances to the Chair or the Chair's designee, who shall determine whether there exists a Conflict of Interest that is subject to this policy.
4. Confidentiality. Each Responsible Person shall exercise care not to disclose confidential information acquired in connection with such status or information the disclosure of which might be adverse to the interests of Special Children's Charities. Furthermore, a Responsible Person shall not disclose or use information relating to the business of Special Children's Charities for the personal profit or advantage of the Responsible Person or a Family Member or the Responsible Person's company
5. Review of Policy
 - a. Each new Responsible Person shall be required to review a copy of this Policy and to acknowledge in writing that he or she has done so.
 - b. Each Responsible Person shall annually complete a disclosure form identifying any relationships, positions, or circumstances in which the Responsible Person is involved that he or she believes could contribute to a Conflict of Interest arising. Such relationships, positions, or circumstances might include service as a director of or consultant to a not-for-profit organization, or ownership of a business that might provide goods or services to Special Children's Charities. Each Responsible Person should also disclose to the board of directors any potential Conflict of Interest that may arise during the course of the year between the submission of annual disclosure forms. Any such information regarding business interests of a Responsible Person or a Family Member shall be treated as confidential and shall generally be made available only to the Board Chair and the Executive Director, except to the extent additional disclosure is necessary in connection with the implementation of this Policy.
 - c. This policy shall be reviewed annually by each member of the board of directors. Any changes to the policy shall be communicated immediately to all Responsible Persons.



Conflict of Interest Disclosure Form

I have read and agree to abide by the Conflicts of Interest Policy of Special Children’s Charities. In addition to the disclosure obligations imposed on me by that policy, I agree to disclose immediately to the Executive Director any actual or potential conflicts that should arise hereafter.

I agree to comply with the anti-bribery laws of the United States and, where applicable, of the foreign countries where the organization does business.

I agree to maintain the confidentiality and privacy standards of Special Children’s Charities (SCC). No board member, trustee, leadership volunteer, or staff member or employee may disclose, reveal, or use confidential or proprietary information of SCC or its clients without express authorization of the Board of Directors or Executive Director.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. This disclosure relates not only to yourself, but also to your immediate family. Immediate family members include a spouse, child, parent, sibling, and significant other.

Check the box for “None” if applicable.

1 **Interests Related to Transactions:** Identify any interests related to actual or potential transactions known to you that SCC may conduct for which you, or your immediate family, or a company, partnership or non-profit organization that you are affiliated with may benefit, as described in Section 1 of the Conflict of Interest Policy. Please describe the circumstances giving rise to the potential conflict and the nature of your relationship with that entity.

NONE

Entity with whom you have a relationship

Nature of that relationship

**If additional space is needed, please attach separate sheet.*



2 Acceptance of Gifts, Entertainment or Favors: Based on information currently known to me, I hereby certify that neither I nor any member of my immediate family, or other companies, entities or non-profits that I am affiliated with has accepted gifts, entertainment, or favors valued at greater than \$50 in the last 12 months that might be perceived to influence my judgment or actions concerning the activities of SCC

() NONE

If there is concern that a previous action(s) not previously disclosed may be construed as having an influence, please describe the gift/entertainment/favor, its value, from whom it was received, and the circumstances for which it was provided:

3 Other: List any activities known to you in which you or your immediate family, companies, other entities or non-profits that I am engaged which could be construed as constituting a conflict of interest other than those outlined above. Immediate family includes a spouse, child, parent, sibling, and significant other.

**CONFLICT OF INTEREST POLICY AND
DISCLOSURE FORM SIGNATURE**

Signature

Date

Print Name

Date