

*Adopted: 04/18/15*

*Reviewed:*

*Revised: 08/15/16, 10/2/17*

**CONFLICT OF INTEREST**

**PURPOSE**

The purpose of this policy is to ensure that Board members engage in Tapestry business activities in a fashion designed to avoid any conflict of interest or the appearance of impropriety.

**GENERAL STATEMENT OF POLICY**

The policy of the Tapestry Board is to avoid any conflicts of interest or the appearance thereof. Board business will be clearly conducted in the best interest of Tapestry.

**CONFLICT OF INTEREST**

Tapestry Folkdance Center (the organization) requires that board members, that is, officers, directors, committee members, certain key employees and certain key consultants are required to disclose interest that could give rise to conflicts of interest in the organization's Conflict of Interest Statement. Such disclosure shall occur at least annually in the Annual Conflict of Interest Statement (see below).

The Board of Directors regularly and consistently monitors and enforces compliance with the organization's conflict of interest policy.

The organization ensures that the board is informed of any planned employment or consultant relationship or financial borrowing arrangement and approves such agreements or transactions. Furthermore, if a board member is employed by the organization or acts as an independent contractor for the organization, such board member refrains from voting on any matter that could affect their employment or independent contractor agreement.

**Change Management Chart**

Date	Change	By Whom
10/2/17	New format applied.	Tapestry Board