

Conflict Of Interest Policy

According to Black's Law Dictionary, a conflict of interest is defined as, "A term used in connection with public officials and fiduciaries and their relationship to matters of private interest or gain to them."

Any RRAR leader will be considered to have a conflict of interest whenever that leader:

1. is a principal, partner, officer, director, member, manager or greater than one percent owner of a business ("the Business") providing products or services to or competing with RRAR;
2. is a principal, partner, officer, director, member, manager or greater than one percent owner of the Business being considered as a provider of products or services to or competing with RRAR; or
3. holds any unique and substantial interest in the Business, financial or otherwise, such as a familial, personal, employer-employee, contractor, contracted, shareholder or governance relationship with the business.

RRAR leaders with a conflict of interest must immediately disclose their interest at the outset of any discussions by a decision-making body pertaining to the Business or any of its products or services.

Such RRAR leaders shall be excused from such discussion unless otherwise requested by the board of directors and shall respond to any questions asked of them. Furthermore, no RRAR leader with a conflict of interest may vote on any matter in which the RRAR leader has a conflict of interest, including votes to block or alter the actions of the decision making body in order to benefit the Business in which they have an interest. Minutes of appropriate meetings shall reflect that such disclosure was made, and that the leader excused himself or herself from the discussion of the pros and cons and vote on the matter.