National Federation of the Blind of Virginia CONFLICT OF INTEREST POLICY

The National Federation of the Blind of Virginia (NFBV) stands for the highest principles in promoting the self-organization of the blind.

Officers and directors of the National Federation of the Blind of Virginia occupy positions of trust within the NFBV and, therefore, understand their need to place the interests of the NFBV ahead of other personal interests in conducting NFBV business.

The officers and directors desire to continue to lead by example in adherence to high ethical standards as NFBV leaders and to establish an orderly disclosure and review process for resolving individual questions.

The officers and directors seek to avoid even the appearance of any conflict between their personal interests and those of the NFBV.

The officers and directors of NFBV agree that the National Federation of the Blind of Virginia adopt the following policies:

Section 1. Each NFBV Board member is expected to take appropriate responsibility to protect the NFBV from misappropriation or mismanagement of NFBV funds (including funds of an affiliate, chapter, or division in which the Board member assumes a leadership role).

Section 2. Each NFBV Board member is expected to disclose the existence of any potentially conflicting personal financial interest or relationship to the full NFBV Board and seek its review and approval, as specified below. For example:

a. A Board member must seek Board review and approval of his or her receipt of salary or compensation of any kind from the NFBV (including an affiliate, chapter, or division).

b. A Board member must seek Board review and approval of receipt by his or her spouse, parent, child, sibling, or other close relative of salary or compensation of any kind from the NFBV (including an affiliate, chapter, or division).

c. A Board member must seek Board review and approval of any ownership interest exceeding 5 percent in or of any salary, compensation, commission, or significant tangible gift from any commercial venture doing business or seeking to do business with the NFBV (including an affiliate, chapter, or division). This process will also apply to the review of such interests involving spouses, parents, children, siblings, or other close relatives.

d. In reviewing matters brought pursuant to this section, the Board member seeking Board review and approval will refrain from voting.

Section 3. Each NFBV Board member shall take appropriate steps to avoid unauthorized or inaccurate appearances or official endorsement by the NFBV (including an affiliate, chapter, or division) of any product, service, or activity that has not been so endorsed. For example, since the NFBV never endorses political parties or candidates for elected office, any Board member participating in the political process must take care to avoid creating an appearance of official NFBV endorsement.