



Conflict of Interest Policy

Context

Leaders inform all aspects of CAN's strategies including sustainability and fund development. Because CAN is a representative agency of the field it is inevitable that at any given time CAN Leaders will represent agencies that have unique relationships with the same funders or partners that CAN may have or is considering a relationship with. CAN may have existing partnerships or be considering partnership with agencies Leaders represent, and agencies Leaders represent may also have their own unique partnerships. It is important that Leaders can actively and authentically participate on behalf of CAN in the context of diverse and interconnected funding streams and organizational relationships outside of the CAN Leadership Team.

CAN's Conflict of Interest Policy exists to:

- Ensure that CAN will always have a diverse, field-representative Leadership Team in the context of multiple organizational funding relationships;
- Ensure and allow transparency between CAN staff and Leadership Team regarding CAN's finances and fund development strategies; and
- Ensure that Leadership Team members act in the best interest of CAN while participating in the role of CAN Leader in context of any and all organizational relationships outside of the CAN Leadership Team.

CAN Leadership Team Conflict of Interest Policy

- Participation in CAN should not impact the existing relationship between any individual/organization and a given funder, donor, or partner.
- It is the responsibility of The Finance Committee, Leadership Team Co-chairs, and CAN staff to disclose to the Leadership Team which funding opportunities, donor relationships, or potential partnerships will be discussed during meetings and disclose to the Leadership Team any potential conflicts of interest.
- It is the responsibility of Leaders to disclose actual or potential conflicts of interest including whether the organization they represent has, or is considering a relationship with the same funder, donor, or partner for a similar purpose as CAN.
- It is the responsibility of the individual Leadership Team member and/or the Leadership Team and Co-chairs to determine whether an actual conflict of interest exists and whether the Leader should recuse themselves from discussion and voting pursuant to that funding opportunity, donor relationship, or partnership.
- All Leaders including Ex-Officio Members must recuse themselves, as they or the majority of Leadership Team members see necessary, from discussion and/or voting pursuant to sensitive topics related to their personal or organizational work as it pertains to CAN.
- CAN's Conflict of Interest Policy is reviewed annually by the CAN Leadership Team and revised as requested. Each year, CAN Leaders sign a document agreeing to participate as Leaders consistent with the CAN Conflict of Interest Policy.