

## **NUSTIAN USA**

### **Conflict of Interest Policy**

#### **Purpose**

The purpose of this policy is to protect the integrity and reputation of NUSTIAN USA. This policy ensures that the decisions and actions of the organization's Board members, officers, and key volunteers are made in the best interest of the organization and not influenced by personal benefit.

#### **Definitions**

A conflict of interest occurs when an individual's personal, financial, or professional interests may compromise, or appear to compromise, their judgment, loyalty, or ability to act in the best interest of NUSTIAN USA.

#### **Individuals Covered**

This policy applies to all Board members, officers, committee members, and individuals with decision-making authority.

#### **Duty to Disclose**

Covered individuals must disclose any actual, potential, or perceived conflict of interest as soon as it arises. Disclosures must be made to the Board President or Secretary.

#### **Board Review and Action**

Upon disclosure, the Board will determine whether a conflict exists. The individual with potential conflict must recuse themselves from discussions and voting related to the matter. The Board will document the disclosure and decision in meeting minutes.

#### **Prohibited Activities**

Individuals covered by this policy may not use their position for personal gain, accept gifts or favors that may influence decisions, or participate in actions that create divided loyalty.

#### **Disclosure**

All Board members and executive committee members must sign a disclosure statement affirming compliance with this policy on assuming their position.

#### **Recordkeeping**

All conflict disclosures and Board determinations will be recorded in the organization's official records.