

Conflict of Interest Policy

1. In this policy, "Agent" includes any employee, director, officer, committee member or other person performing services for UWOFA.

2. A conflict of interest exists when there is a divergence between an Agent's obligations to UWOFA and the Agent's personal, professional or other interests. The standard to determine whether a conflict of interest exists is that of an independent observer.

3. Agents shall seek to avoid a conflict of interest.

4. Agents shall make full, timely and ongoing disclosure of a conflict of interest or a potential conflict of interest.

5. The existence of an actual or potential conflict of interest does not preclude the involvement of the Agent in the situation in which the conflict has arisen or may arise, but it does mean that the conflict must be resolved. Resolution of a conflict is situation-specific and depends on the circumstances. Resolution options include refraining from voting, refraining from participation in discussion and being absent from discussion.

Approved:
Board of Directors – April 23, 2019