

Proposed Addition to Current Conflict of Interest Policy:

No person in the Dreamshadow organization (Board, Executive Director, Staff) shall accept a direct benefit, monetary or otherwise, from a subordinate person in the organization.

No subordinate person in Dreamshadow shall offer a direct benefit, monetary or otherwise, to any person above them in the hierarchy of the organization.

This policy addition shall become effective three months following approval by the Board of Directors.

Current Conflict of Interest Policy (from Bylaws adopted February 22, 2020):

Article VII, *Conflict of Interest*

1. No Director shall vote on a matter that would involve a conflict of interest.
2. A “conflict of interest” shall mean a transaction or action that might benefit the private interest of an individual, a member of his/her immediate family, or a business with which he/she/they is affiliated.
3. When a Director has cause to believe that a matter to be acted upon would involve him/her/they or another Director in a conflict of interest or a question of potential conflict of interest, he/she/they shall announce the nature of the conflict and/or the questions of whether an actual conflict of interest exists. This announcement shall be recorded in the minutes of the meeting. If the Director announces a question about a possible conflict of interest but does not voluntarily recuse himself/herself/themself from participation, the issue of whether a conflict exists shall be determined by vote of a majority present not counting the Director who has raised the issue.
4. When a Director has a conflict of interest with respect to a transaction or action before the Board or a Committee, the person shall leave the table and shall not speak or otherwise participate in deciding such matter.