National Federation of the blind of New Mexico

CONFLICT OF INTEREST POLICY

The national Federation of the blind of New Mexico stands for the highest principles in promoting the self-organization of the blind.

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

The officers and directors desire to continue to lead by example in adherence to high ethical standards as National Federation of the Blind of New Mexico 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 National Federation of the Blind of New Mexico.

The officers and directors of the National Federation of the Blind of New Mexico agree that the National Federation of the Blind of New Mexico adopt the following policies:

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

Section 2. Each National Federation of the Blind of New Mexico Board member is expected to disclose the existence of any potentially conflicting personal financial interest or relationship to the full National Federation of the Blind of New Mexico 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 National Federation of the Blind of New Mexico (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 National Federation of the Blind of New Mexico (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 National Federation of the Blind of New Mexico (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 National Federation of the Blind of New Mexico Board member shall take appropriate steps to avoid unauthorized or inaccurate appearances or official endorsement by the National Federation of the Blind of New Mexico (including an affiliate, chapter, or division) of any product, service, or activity that has not been so endorsed. For example, since the National Federation of the Blind of New Mexico 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 National Federation of the Blind of New Mexico endorsement.