

## **Conflict of Interest Policy for the California Blacksmith Association**

The standard of behavior at the California Blacksmith Association is that all officers, Board members and members of any committee with Board of Directors delegated powers scrupulously avoid conflicts of interest between the interests of the California Blacksmith Association on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

I understand that the purposes of this policy are to protect the integrity of the California Blacksmith Association's decision-making process, to enable our members and the general public to have confidence in our integrity, and to protect the integrity and reputations of all officers, board members and members of any committee with Board of Directors delegated powers. Upon or before election, hiring, or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliations), my family, and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Signed:

Date:

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Approved by the CBA Board of Directors on April 28, 2016 at Ferndale, California.