



KIDS IN THE MIDDLE CODE OF CONDUCT / CONFLICT OF INTEREST

This Code is intended to help members of the board avoid situations that could compromise the integrity and independence of Kids In The Middle's (KITM) decision-making processes, or compromise KITM's reputation or public confidence in the Agency. It is presumed that this Code will be supplemented by good judgment since it cannot contemplate all possible situations of actual or potential conflict of interest. Situations in which personal interests conflict or appear to conflict with the interest of KITM must be avoided. The appearance of a conflict can be just as damaging to the reputation of KITM as an actual conflict.

All members of the Board shall:

1. Authorize the use of the name, emblem, endorsement, services, or property of the KITM only to advance the mission of the Agency and in conformance with Agency policy.
2. Seek financial or other resources in the name of KITM, in the best interests of KITM. No trustee shall accept personal gifts or gratuities (other than very small, inconsequential benefits) from a supplier of goods, equipment or services.
3. Not knowingly take any action or make any statement intended to influence the conduct of KITM in such a way as to confer any financial benefit on such person or any corporation or entity in which the individual has an interest or affiliation. Trustees shall scrupulously avoid any conflict between their own respective personal, professional or business interest and the interests of KITM. Among other circumstances, potential conflicts of interest may exist whenever a trustee or an employee of such person or a member of his or her family has an interest in a business transaction or proposed transaction involving KITM.
4. Use association with KITM in public events only to advance the mission of the Agency. No trustee shall publicly utilize any Agency affiliation in connection with the promotion of partisan politics, religious matters, or positions on any issue not in conformity with the position of KITM.
5. Maintain the confidentiality and privacy standards of KITM. No trustee may disclose or reveal or use confidential or proprietary information of KITM or its clients without express authorization.
6. Not use information regarding or acquired as a result of Agency relationships with corporations or government agencies, or their employees or other sources to buy, sell, or otherwise make transactions of stock, securities or other assets of corporations, their subsidiaries, parents, or competitors or otherwise act for personal benefit or gain themselves or their relatives, friends or business associates.
7. Periodically affirm in writing upon request of the President or Chief Executive Officer of KITM that he or she has received, read and understands and agrees to be bound by this Code of Conduct.

Members of scientific and medical professional advisory bodies must avoid situations of possible conflict of interest, or the appearance of a conflict of interest, in the recommendation of grants to their institutions. The member of any institution by which an Agency grant is to be considered shall absent himself or herself from the room during the course of discussion and the vote.

In the event that a trustee's obligation to operate in the best interests of KITM might conflict with his or her personal interests, or with the interests of any organization in which they have an interest, financial or otherwise, or with which they are affiliated, they shall disclose such conflict and any and all relevant information as soon as they become aware of it, shall absent themselves from any relevant deliberations, and shall refrain from participating in decision-making in connection with the matter.

NAME (print) _____ **DATE** _____

SIGNATURE _____