RACBO-South Sudan Conflict of Interest Policy

Adopted by Board of Directors, on 09/04/2018, email: racbonet@gmail.com

Effective governance requires deliberate, thoughtful and unbiased decision-making by directors and staff members. At the same time, the ability to make wise decisions for RACBO-SS is strengthened by each individual's personal and professional interests.

Directors and staff members have the duty of complete, undivided allegiance to the RACBO-SS's mission when acting on behalf of the RACBO-SS. This duty requires that directors and staff members recognize and respond appropriately to any real or perceived conflict of interest. A conflict may exist when a director or staff member participates in the deliberation and resolution of an issue on behalf of the RACBO-SS while the individual has or previously had other professional, business or volunteer responsibilities outside RACBO-SS that could cause such individuals to address the issue with less than complete, undivided allegiance to RACBO-SS.

Circumstances that may result in an actual or perceived conflict of interest include, but are not limited to:

- Granting bids to a supplier on which a director or staff member or their families are serving as business staff or owners of the business.
- Participating on fund raising committees or in fund raising efforts for personal interest and not for the sake of RACBO-SS activities
- Investing RACBO-SS funds at your own personal will/venture.
- Hiring vendors or consultants whom you will be getting some cash from upon awarded.
- Employing a director or a relative of a director or staff as staff or as a consultant for a project.
- Divestiture of prohibited financial interests.
- Disclosure of financial interests.
- Outside activities.
- Hiring of properties which are belonging to a director, staffs and or volunteers enrolled as members of RACBO-SS.

It is the RACBO-SS's policy to deal with such conflicts in an open and direct manner. In accord with this policy, all directors and staff members are required to disclose any actual or perceived conflict (to be recorded in minutes) and to remove themselves from participation in any related discussions or decision-making by RACBO-SS. However, a director or staff member may, if requested by the Board or a committee of the Board, provide factual information that may assist the Board or committee in its deliberations. A director or staff member may seek guidance from the Board or a Committee of the Board as to whether a particular activity or relationship constitutes an actual or perceived conflict of interest.
A copy of this policy shall be provided to all prospective directors and staff members. By accepting appointment as a director or employment as a staff member, an individual agrees to strictly adhere to this policy.

For RACBO-South Sudan

Representative.

Name: ________________________
Title: _________________________
Contact: ______________________

For Employee

Name: __________________________
Title: __________________________
Contact: ________________________