



Policy on Conflict of Interest

DATE OF EFFECT: 11-26-2025

LAST REVISED: 11-26-2025

PURPOSE & SCOPE

This policy outlines how actual, potential, and perceived conflicts of interest are identified, disclosed, and managed by members of the Rural Artists Against Hate (RAAH) Board of Directors. It applies only to individuals in their capacity as Directors of RAAH and does not extend to other roles they may hold unless those roles directly impact their work with the organization.

DEFINITION OF CONFLICT OF INTEREST

A conflict of interest exists when a Director, through their role or influence, may be seen to:

- Derive personal benefit from a Board decision, or
- Provide benefit to an organization or individual with which they are closely associated.

This includes not only real and potential conflicts, but also perceived conflicts—situations that may reasonably appear to compromise a Director's objectivity, even if no personal gain exists.

Managing perceived conflicts is essential to protect RAAH's credibility and the integrity of its governance processes.

THE BEST INTERESTS OF RURAL ARTISTS AGAINST HATE MUST PREVAIL

The Board shall approve only those contracts or financial transactions in which the terms are fair and reasonable to RAAH and the arrangements are consistent with the best interests of the organization.

COMMITTEE AND BOARD WORKING GROUP TERMS OF REFERENCE AND MANDATE

All Directors must disclose any real, potential, or perceived conflict of interest as soon as it arises—ideally before any discussion or decision-making begins. When a conflict is identified, the following steps will be taken:

When a conflict of interest arises, the following steps apply:

1. The Director will declare the conflict to the rest of the Board. This declaration will be documented in the minutes.
2. The Director will recuse themselves from any discussion or vote on the matter.
3. The Director will leave the meeting for the duration of the discussion and decision on that specific item.
4. The Director will not be counted toward quorum for that specific item.

ROLES & RESPONSIBILITIES

All Directors are responsible for:

- Proactively identifying and disclosing real, potential, or perceived conflicts of interest.
- Recusing themselves from discussions and decisions where appropriate.



The Board as a whole is responsible for:

- Facilitating transparent disclosure and documentation processes.
- Maintaining a confidential log of all declared conflicts and how they were addressed.
- Supporting consistent interpretation and application of the policy.

NON-COMPLIANCE

Failure to disclose or appropriately manage a conflict of interest may be considered a breach of the Code of Conduct. In such cases:

- The Board will review the situation. A recommendation will be presented to the full Board within 30 days.
- Consequences may include a formal warning or a recommendation for removal, depending on the severity and circumstances.

MONITORING & EVALUATION

This policy will be:

- Reviewed annually as part of the Board's overall governance review.
- Monitored on an ongoing basis as situations arise to ensure consistent application and responsiveness.
- Informed by emerging best practices in governance and conflict management to ensure ongoing relevance and integrity.