

**CONFLICT OF INTEREST POLICY
OF THE
HULBERT LIBRARY OF THE TOWN OF CONCORD**

**ARTICLE I
Purpose**

The purpose of this Conflict of Interest Policy is to protect the Hulbert Library of the Town of Concord when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer, trustee, or Key Employee of the Hulbert Library, including situations that may give rise to Conflicts of Interest and Related Party Transactions.

**ARTICLE II
Definitions**

Section 2.1. Interested Person. An Interested Person is any trustee, officer, employee or member of a committee with powers delegated by the Board of Trustees, who (1) has a direct or indirect Financial Interest, as defined below, and/or (2) is a Related Party, as defined below.

Section 2.2. Relative. A Relative of an individual means his or her spouse or domestic partner, ancestors, brothers and sisters (whether whole or half blood), children (whether natural or adopted), grandchildren, great-grandchildren, and spouses of brothers, sisters, children, grandchildren and great-grandchildren.

Section 2.3. Financial Interest. A person has a Financial Interest if the person has, directly or indirectly, through business, investment, or a Relative:

(A) An ownership or investment interest in any entity with which the Hulbert Library has a transaction or arrangement;

(B) A compensation arrangement with the Hulbert Library or with any entity or individual with which the Hulbert Library has a transaction or arrangement; or

(C) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Hulbert Library is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

Section 2.4. Substantial Financial Interest. A Financial Interest in a Related Party Transaction is a Substantial Financial Interest if, in the discretion of the Board after giving due consideration to the material facts and circumstances of the Financial Interest as presented, the Board determines that such Financial Interest is substantial.

Section 2.5. Related Party. A Related Party includes:

(A) any trustee, officer or Key Employee of the Hulbert Library or any Affiliate of the Hulbert Library;

(B) any Relative of any trustee, officer or Key Employee of the Hulbert Library or any Affiliate of the Hulbert Library; or

(C) any entity in which any individual described in clauses (A) and (B) of this section has a thirty-five percent or greater ownership or beneficial interest or, in the case of a partnership or professional corporation, a direct or indirect ownership interest in excess of five percent.

Section 2.6. Key Employee. A Key Employee is any person who is in a position to exercise substantial influence over the affairs of the Hulbert Library.

Section 2.7. Affiliate of the Hulbert Library of the Town of Concord. An Affiliate of the Hulbert Library means any entity controlled by, in control of, or under common control with the Hulbert Library.

Section 2.8. Related Party Transaction. A Related Party Transaction means any transaction, agreement or any other arrangement in which a Related Party has a Financial Interest and in which the Hulbert Library or any Affiliate of the Hulbert Library is a participant.

Section 2.9. Conflict of Interest. A Conflict of Interest exists if an outside interest or activity influences or appears to influence the ability of an individual to exercise objectivity or impair the individual's ability to perform his or her responsibility in the best interests of the Hulbert Library.

ARTICLE III Disclosure

Section 3.1. Disclosure Statement. Prior to the initial appointment or hiring, and annually thereafter, a trustee, officer, member of a committee with powers delegated by the Board, or Key Employee shall complete, sign and submit to the Director of the Hulbert Library, a written Disclosure Statement, attached as Appendix A, identifying, to the best of his or her knowledge, the following information:

- (A) any entity of which such person is an officer, trustee, member, owner (either as a sole proprietor or a partner), or employee and with which the Hulbert Library has a relationship; and
- (B) any transaction in which the Hulbert Library is a participant and in which such person might have a Financial Interest that may give rise to a Conflict of Interest or Related Party Transaction.

After the annual submission of Disclosure Statements, the Director shall provide a copy of all completed Disclosure Statements to the President of the Board for review. A report shall be made to the Board reflecting compliance with completion and any identified potential Conflict of Interest. The Disclosure Statements shall remain on file with the Director.

Section 3.2 Continuing Duty. All trustees, officers, committee members, and Key Employees have a continuing duty to disclose by oral or written statement the existence of and material facts surrounding any Financial Interest at the time an actual or possible Conflict of Interest or Related Party Transaction arises.

Section 3.3 Violations. Any trustee, officer, committee member, or Key Employee who fails to comply with the disclosure obligations under this Article III or otherwise violates this Conflict of Interest Policy, may be subject to appropriate disciplinary and corrective action, up to and

including referral to the New York State Board of Regents for possible removal of a Trustee, pursuant to New York State Education Law section 226.

ARTICLE IV Procedures

Section 4.1. General Prohibitions. An Interested Person shall not:

(A) be present at or participate in any Board deliberation or vote related to the transaction or arrangement giving rise to a Conflict of Interest or Related Party Transaction; nor

(B) directly or indirectly attempt to influence improperly the deliberation or voting on the transaction or arrangement giving rise to the conflict.

Notwithstanding the foregoing, the Board of Trustees may request that an Interested Person present information to the Board prior to the commencement of deliberations or voting relating thereto.

Section 4.2. Initial Determination. After the disclosure required under Article III, the remaining Board shall decide and document in the meeting minutes whether the transaction or arrangement is a Related Party Transaction, including whether any such transaction involves a Substantial Financial Interest, or a Conflict of Interest.

Section 4.3. Consideration of Alternatives. If the transaction or arrangement is a Related Party Transaction in which the Related Party has a Substantial Financial Interest, then the Board must consider alternatives to the proposed transaction or arrangement. If the transaction or arrangement is a Conflict of Interest, then the Board may, but is not required, to consider alternatives.

Section 4.4. Board Decision. The Board of Trustees shall compare the alternatives, if any, with the proposed transaction or arrangement and determine whether the Hulbert Library can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a Conflict of Interest or Related Party Transaction. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a Conflict of Interest or Related Party Transaction, the Board of Trustees shall determine:

(A) by a majority vote of the Board, whether the proposed transaction or arrangement is in the Hulbert Library's best interest, for the Hulbert Library's own benefit, and whether it is fair and reasonable; and if so, then

(B) whether to enter into the transaction or arrangement, in accordance with the Hulbert Library's bylaws. Note that if the transaction or arrangement involves a Related Party Transaction in which the Related Party has a Substantial Financial Interest, then at least a majority of the Board members present at the meeting is required to approve such transaction.

Section 4.5. Documentation Required. The Board of Trustees shall document in the minutes of the meeting at which such determinations are made the following:

(A) The existence of a Conflict of Interest or Related Party Transaction;

(B) The resolution of the Board with respect to such Conflict of Interest or Related Party Transaction, including the determination as to whether the transaction or arrangement is fair, reasonable and in the Hulbert Library's best interest.

(C) The basis for approving the transaction or arrangement which gives rise to the Conflict of Interest or Related Party Transaction, including consideration of any alternatives.

ARTICLE V
Oversight

The entire Board of Trustees shall oversee the adoption of, implementation of, and compliance with this Conflict of Interest policy.

Approved May 7th, 2020

Appendix A

DISCLOSURE STATEMENT

OF

**THE HULBERT LIBRARY OF THE
TOWN OF CONCORD**

The undersigned, being a trustee, officer, Key Employee of the Hulbert Library, hereby acknowledges and confirms the following:

- (1) I have received, read and understand the Hulbert Library of the Town of Concord's Conflict of Interest Policy in effect as of the date written below, and I agree to comply with the Conflict of Interest Policy.

- (2) I understand that the Hulbert Library is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

- (3) **Personal Interests & Relationships.** I am an officer, director, trustee, member, owner (either as a sole proprietor or a partner), or an employee of the following entities with which the Hulbert Library has a relationship: *{If none, please write "None." If such interests exist, please specify the capacity in which you hold such an interest (for example, employee, director, or owner). If an owner, please specify your percentage ownership.}*

- (4) **Interests & Relationships of Relatives.** A Relative (spouse or domestic partner, ancestors, brothers and sisters (whether whole or half blood), children (whether natural or adopted), grandchildren; great-grandchildren, and spouses of brothers, sisters, children, grandchildren and great-grandchildren) of mine is an officer, director, trustee, member, owner (either as a sole proprietor or a partner), or an employee of the following entities with which the Hulbert Library has a relationship: *[If none, please write "None". If such interests exist, please specify the Relative (for example, sibling or spouse) and the Relative's position (for example, employee, director, or owner). If an owner, please specify the percentage ownership].*

(5) **Transactions.** The Hulbert Library is a participant in the following transactions in which I or my Relative may have a Financial Interest that may give rise to a Conflict of Interest or Related Party Transaction, as defined in the Conflict of Interest Policy. *{If none, please write "None." If such transaction(s) exists, please specify the transaction and the potential financial interest involved and whether you or a Relative has such an interest for any such transaction(s). Please specify the Relative and their position, if applicable.}*

I certify that the above statements are true and correct to the best of my knowledge.

Signature: _____

Print Name: _____

Position: _____

Date: _____