

CONFLICT OF INTEREST POLICY OF THE ELMA PUBLIC LIBRARY

ARTICLE I Purpose

The purpose of this Conflict of Interest Policy is to protect the Elma Public Library (EPL) when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer, trustee, or Key Person of the EPL, 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 their spouse or domestic partner, ancestors, siblings(whether whole or half blood), legal children, 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 EPL has a transaction or arrangement;
- (B) A compensation arrangement with the EPL or with any —entity or individual with which the EPL has a transaction or arrangement;
- (C) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the EPL 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 Person of the EPL or any Affiliate of the EPL;
- (B) any Relative of any trustee, officer or Key Person of the EPL or any Affiliate of the (EPL); 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 Person. A Key Person is any person who is in a position to exercise substantial influence over the affairs of the EPL

Section 2.7. Affiliate of the EPL. An Affiliate of the EPL means any entity controlled by, in control of, or under common control with the EPL.

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 EPL or any Affiliate of the EPL 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 their responsibility, as described in the Bylaws, in the best interests of the EPL.

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 Person shall complete, sign and submit to the secretary of the EPL a written Disclosure Statement, attached as Appendix A, identifying, to the best of their 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 EPL has a relationship; and
- (B) any transaction in which the EPL 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.

The secretary shall provide a copy of all completed Disclosure Statements to the Chair of the Overseeing Committee or, if there is no such committee, to the Director of the Library.

Section 3.2 Continuing Duty. All trustees, officers, committee members, and Key Persons 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 Person 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 or committee 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 or the committee may request that an Interested Person present information to the Board or committee 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 members 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 or committee must consider alternatives to the proposed transaction or arrangement. If the transaction or arrangement is a Conflict of Interest, then the Board or committee may, but is not required, to consider alternatives.

Section 4.4. Board or Committee Decision. The Board of Trustees or the committee shall compare the alternatives, if any, with the proposed transaction or arrangement and determine whether the EPL 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 or the committee shall determine:

(A) by a majority vote of the Board, whether the proposed transaction or arrangement is in the EPL best interest, for the EPL 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 EPL'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 or committee members present at the meeting is required to approve such transaction.

Section 4.5. Documentation Required. The Board of Trustees or committee 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 or committee 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 EPL 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

A designated Committee of the Board comprised solely of Independent Trustees, as defined in the New York Not-For-Profit Corporation Law (the "Overseeing Committee") shall oversee the adoption of, implementation of, and compliance with this Conflict of Interest policy. If there is no such Overseeing Committee, then the Board, shall oversee the adoption of, implementation of, and compliance with this Conflict of Interest policy, and only those trustees who qualify as Independent Trustees shall be eligible to deliberate and vote on matters relating to the Policy.

Adopted July 8, 2014
Amended June 13, 2023

Appendix A

**DISCLOSURE STATEMENT
OF THE
ELMA PUBLIC LIBRARY**

The undersigned, being a trustee, officer, committee member or Key Person of the Elma Public Library (EPL), hereby acknowledges and confirms the following:

(1) I have received, read and understand the EPL 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 EPL 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 EPL 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, siblings (whether whole or half blood), legal children, 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 EPL 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 Elma Public 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.

Name: _____

Position: _____

Signature: _____

Date: _____

Adopted July 8, 2014
Amended June 13, 2023