

Goodwill of Western Missouri & Eastern Kansas (Goodwill) expects the members of its Board of Directors, Officers and employees, to act ethically at all times and to acknowledge their adherence to the principles and policies comprising Goodwill's Code of Ethics.

The Agency will not make any personal loans or extensions of credit to members of the Board or Executive Officers. Each Board member will provide on an annual basis a list of all current memberships with the boards of other companies, charitable organizations, and governmental or advisory groups.

No member or officer of Goodwill's Board of Directors, employee or volunteer shall engage in any outside business or professional activity or employment for compensation that is inconsistent or in conflict with the conscientious performance of official duties of Goodwill.

A "conflict of interest" is defined as any situation or activity that gives rise to a covered person being influenced by considerations that affect the covered person professionally or financially in the course of performing work for Goodwill. "Conflict of interest" includes any circumstances that could cast doubt on an individual's ability to act with total objectivity with regard to Goodwill's interest.

If the potential conflict of interest concerns a Board member, then the individual in question must disclose the existence of his or her financial interest and must be given the opportunity to disclose all material facts to the Board. Upon presenting this information, may choose to meet in an executive session to discuss potential outcomes. If this action is taken, the individual in question cannot be present in the meeting.

The Chair of the Board shall, if appropriate, appoint an individual – of neutral interest or committee to investigate alternatives to the proposed transaction or arrangement. After exercising due diligence, the Board will then determine whether there is another alternative available that will avoid the conflict of interest issue.

If a Board member has reasonable cause to believe that another member of the Board has failed to disclose actual or possible conflicts of interest, then they shall inform the Board of the basis for such belief and afford the individual in question due process. If, after hearing the response of the member and making such further investigation as may be warranted, the Board determines that the member in fact has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

If an employee, volunteer or intern of the Agency is concerned they may have a conflict of interest, then they should report the situation to the Agency's Corporate Compliance Officer. The person in question must be given an opportunity to disclose all material facts. The Corporate Compliance Officer will then present the information to the Corporate Compliance Committee. The Committee will be charged with investigating the possible violation, with resolution to be made within 10 business days.

The Corporate Compliance Committee will generate a report that will be forwarded to the Executive Officers of the Agency. The report will also recommend what, if any, disciplinary action should be taken. Disciplinary action for an employee can include up to termination. Disciplinary action for a volunteer or intern can include up to immediate relief of all Agency involvement.