

Conflict of Interest – General

November 9, 2015

Phi Theta Kappa employees and constituents¹ are expected to act at all times in the Organization's best interest and to exercise sound judgment, unaffected by personal or conflicting interests. Whether in performing Phi Theta Kappa employee responsibilities or acting as a representative of the Organization, employees and constituents should avoid conflicts of interest, or the appearance of a conflict of interest. A conflict of interest exists if circumstances would lead a reasonable person to question whether an individual's motivations or objectives in connection with a matter are aligned with Phi Theta Kappa's mission and best interests.

Each individual must be aware of actual or potential conflicts of interest in particular situations and resolve the issue in accordance with this policy and procedures established by the Executive Director and CEO.

This policy is intended to supplement, but not to conflict with, any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

¹ Constituents shall be defined as anyone who volunteers or participates in Phi Theta Kappa activities. These persons can include, but are not limited to, Members (prospective or active), Alumni, Advisors, Regional Coordinators and International Officers.