

Conflict Of Interest Policy for the Board of directors and Executives

Association of Indo-Canadians of Fredericton

Article I – Purpose

The purpose of this policy is to protect the interests of **Association of Indo-Canadians of Fredericton** by: (a) preventing the personal interest of the Board of directors and, Executives from interfering with their duties to the organization and (b) avoiding any unethical financial, professional, or political gain on the part of such individuals. The intent of this policy is to supplement, not replace, any applicable federal, provincial, or local laws regarding conflicts of interest.

Article II – Persons Concerned

This statement applies to Board Members and Executives who can influence the governance and actions of **Association of Indo-Canadians of Fredericton**. This includes anyone who makes financial decisions, might be referred to as “management personnel,” or have proprietary information regarding **Association of Indo-Canadians of Fredericton**.

Article III – Procedures

1. Duty to Disclose

Each Board member and Executives are under an obligation to disclose the existence or potential existence of a Conflict of Interest as it arises.

2. Investigating Conflicts

When a potential Conflict of Interest is disclosed, the Board of directors will constitute a committee from general membership who will then provide the individual with an opportunity to disclose all material facts. The committee will collect all pertinent information and question the involved parties. If it turns out that a conflict does not exist, the inquiry will be documented, and findings will be reported to board and executives, but no further action will be taken.

3. Addressing a Conflict of Interest

If the committee determines that a conflict of interest exists, they will take the appropriate actions to address the conflict. This may include (but not be limited to): (a) prohibiting any Interested Parties from voting on any matter

related to said Conflict of Interest or (b) terminating their position with
Association of Indo-Canadians of Fredericton.

Affected parties both within and outside of **Association of Indo-Canadians of Fredericton**, including general membership, will be notified. If the Conflict of Interest in question involves a member of the Board, that individual will be excused from deliberations.

4. Disciplinary Action

All conflicts of interest will be reviewed on a case-by-case basis. The board has full discretion to deem what disciplinary action is appropriate and necessary for disclosed conflicts of interest.

If the governing officers reasonably believe a member failed to disclose an existing or possible Conflict of Interest, it shall inform the individual of the rationale for such belief and grant the individual an opportunity to explain the alleged failure to disclose the Conflict of Interest.

After hearing the individual's response and investigating further as warranted by the circumstances, the governing officers may take appropriate disciplinary action, including removal from the position at the organization.

5. Notice of Annual Statements

Every Board Member, Executive, and any other Interested Person must sign a Conflict-of-Interest Disclosure Statement upon said individual's term of office, or other relationship with **Association of Indo-Canadians of Fredericton** and must do so annually. Failure to sign does not nullify the policy.

Article IV – Acknowledgment

By signing, the individual named below understands what constitutes a Conflict of Interest and understands the procedure for addressing them with **Association of Indo-Canadians of Fredericton**, including their duty to disclose any known or potential conflicts of interest.

The signee agrees to abide by the procedures set forth by this policy for the duration of their relationship with **Association of Indo-Canadians of Fredericton**

Board of Directors:

Name: Dr. Mathuresh Singh	Signature: <u>Mathuresh Singh</u>	Date: July 12, 2023
Name: Mr. Jitendra Sharma	Signature: _____	Date: _____
Name :Dr. Rakesh Mishra	Signature: <u>Rakesh</u>	Date: July 12, 2023
Name: Ms. Manisha Varma	Signature: _____	Date: _____

Executive Team:

President :Dr. Ramprakash Galwa

Signature: _____Date:

Vice-President :Mr. Haridas Patel

Signature: _____Date:

Program Coordinator: Ms. Shalini Goel

Signature: _____Date:

Secretary: Ms. Roopali Taluja

Signature: _____Date: