


<b>PARTNERSHIP POLICY</b>		DOCUMENT NUMBER: BD/07/28	
APPROVED BY: WVI Board	RESPONSIBILITY: Stewardship.	REVISION NUMBER:	
	EFFECTIVE DATE: 19 April 2007		
PUBLICATION STATUS. Public			

<b>TITLE:</b>	<b>Conflict of Interest</b>
<b>PURPOSE:</b>	All World Vision employees and members of World Vision Boards and Advisory Councils have a responsibility to be good stewards of the resources which are entrusted to World Vision and to conduct the affairs of World Vision in an ethical manner, and thus to avoid conflicts between the interests of the organization and their personal financial and other interests.
<b>POLICY:</b>	<p>Every World Vision office shall adopt and maintain a written conflict of interest policy which:</p> <ul style="list-style-type: none"> <li>• covers its Board or Advisory Council members (if any) and members of staff;</li> <li>• requires a written disclosure of actual and potential conflicts of interest as they arise, and at least annually for all board and advisory council members, and appropriate staff;</li> <li>• prohibits conflicts of interest (with limited exceptions for those deemed not to be material); and</li> <li>• Provides for disciplinary action for breaches of the policy.</li> </ul> <p>Management shall develop and maintain a standard template policy and disclosure letter which satisfy the above requirements, and which can be adopted for use by each World Vision office.</p>
<b>DEFINITIONS:</b>	
<b>SCOPE:</b>	All World Vision employees and members of World Vision Boards and Advisory Councils
<b>BACKGROUND (Optional):</b>	