

Conflict of Interest Policy

The purpose of this Conflict of Interest Policy is to protect the interests of the Delaware Nurses Association when it is contemplating entering into a transaction or arrangement that might benefit the private interests of a DNA Board Member or might result in a possible excess benefit transaction.

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

Any Delaware Nurses Association Board of Directors member, principal officer, or member of a Committee with governing Board delegated powers, who has a direct or indirect financial interest is an interested person. A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- An ownership or investment interest in any entity with which DNA has a transaction or arrangement,
- A compensation arrangement with DNA or with any entity or individual with which DNA has a transaction or arrangement, or
- A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which DNA is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the Board or Executive Committee decides that a conflict of interest exists, in accordance with this policy.