



Volunteer Conflict of Interest Policy

Each volunteer is expected to work for the best interest of CASA's mission at all times. Each volunteer has an obligation to avoid any activity, agreement, business investment or interest, or other situation that could create the appearance of or be construed as a conflict with the agency's best interests or as an interference with the volunteer's duty to serve the agency and/or its clients to the best of their ability. These actions include, but are not limited to:

- Using position for private gain.
- Providing direct services to a child or the child's family that could lead to a conflict of interest or potential liability or cause a child or family to become dependent on the volunteer for services that should be provided by other agencies or organizations.
- Having a direct or indirect financial or personal interest that conflicts substantially, or appears to conflict substantially, with the volunteer's duties and responsibilities.
- Having knowledge of, or a relationship with, parties to a case that gives the appearance that the volunteer is or may be biased about the case.

Personal Gifts, Entertainment and Favors:

A volunteer will not seek, solicit, or accept, directly or indirectly for their self any gifts, gratuity, favor, entertainment, loan, or anything of monetary value from a person(s) who:

- Has or seeks to obtain contractual or other business or financial relations with CASA.
- Conducts operations or activities that are regulated by CASA.
- Has interests that may be affected by the performance or nonperformance of the volunteer's official duties.

Disclosure of Conflict of Interest:

Even the appearance of a conflict of interest can affect the program's good standing in the community and ability to fulfill its mission. Volunteers shall disclose any relationships and/or interests that may present a conflict of interest or the appearance of a conflict of interest to their Advocate Supervisor or the Program Director as soon as they arise.

Should any volunteer not disclose a conflict of interest before the act, disciplinary action, up to and including dismissal, may be taken.

Volunteer Name:

Volunteer Signature

Date:

I acknowledge that the above electronic signature shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature.