Love Does and Love Does Parade Conflict of Interest Policy

1. Purpose
The purpose of this Conflict of Interest Policy is to protect the interests of the nonprofit organization when it is considering entering into a transaction or arrangement that might benefit the private interest of an officer, director, or key employee. This policy is intended to ensure transparency, accountability, and compliance with applicable laws.

2. Definitions

- **Interested Person:** Any director, officer, or key employee who has a direct or indirect financial or personal interest.
- **Financial Interest:** A person has a financial interest if they, or a family member, have ownership, compensation, or potential benefit from an entity or transaction under consideration.

3. Duty to Disclose
Interested persons must disclose any actual or potential conflicts of interest to the board or appropriate committee as soon as they arise. Disclosure should include all material facts related to the interest.

4. Determining Whether a Conflict Exists
After disclosure, the remaining board or committee members shall determine whether a conflict of interest exists. The interested person may be asked to provide additional information but must not participate in the decision-making process.

5. Procedures for Addressing the Conflict

- The interested person (if a board member) shall leave the meeting during discussions and voting on the matter.
- The board or committee may investigate alternatives to the proposed transaction or arrangement.
- The organization shall only approve a transaction if it is fair, reasonable, and in the organization's best interest.

6. Violations of the Policy
If the board or committee has reasonable cause to believe an individual has failed to

disclose a conflict of interest, it shall inform the individual and allow them an opportunity to explain. If a violation is confirmed, appropriate disciplinary action may be taken.

7. Records of Proceedings
Minutes of meetings shall document:

- The names of persons who disclosed or were found to have a conflict of interest
- The nature of the conflict
- The actions taken to determine whether a conflict existed
- The board's decision and rationale

8. Annual Statements
Each director, officer, and key employee shall annually sign a statement affirming that they:

- Have received a copy of this policy
- Have read and understand the policy
- Agree to comply with the policy

9. Periodic Reviews
The organization shall conduct periodic reviews to ensure that transactions and arrangements comply with this policy and are consistent with the organization's mission and legal requirements.

10. Policy Review
This policy shall be reviewed annually and updated as necessary by the board of directors.

Approved by Board of Directors on April 1, 2026