

## **SOCC/Centro Transition Team**

### **Centro Cultural de la Raza Conflict of Interest Policy**

"No relative or partner (defined as spouse, romantic partner, current business partner or current artistic collaborator) of a Centro Board Trustee or Staff member may serve as a Trustee or Staff member of the Centro. In cases where a violation of this rule exists, the conflict will be resolved within 3 months by removal/resignation of either or both individuals involved. All Trustees and Staff must disclose any such conflicts to the Board.

In the case of volunteers, no relative or partner of a Centro Trustee or Staff member shall benefit financially from the Centro's regular programs. For specific exhibits or special performances, a relative or partner may be considered if they are selected as part of a fair process which provides opportunities for other qualified artists and groups from the same discipline.

No Trustee or Staffmember will at any time be a party to any official decision, which benefits a relative or partner financially. Any evidence of violation of this policy will automatically invalidate the decision.

In no case shall a Trustee or Staff member benefit financially from or participate in making decisions or voting on issues specifically affecting a relative or partner. Failure to observe these rules will result in disciplinary proceedings, which may include removal from the Board.

Any evidence of violation of this policy will automatically invalidate the decision and will subject the violator (himself or herself) to further disciplinary action up to & including removal/resignation from the Board or employment termination.

Community members may also bring these conflict of interest issues to the attention of the Board."

**Feb. 3, 2007**