



Human Resource Policy Manual

Subject: Conflict Of Interest

HR Policy: 140

Effective Date:

Revision:

Revision Date:

Page 1 of 2

Board of Directors Approval: 06/30/08

MSHS Policy Council Approval: 09/10/08

HS/EHS Policy Council Approval:

MANAGEMENT POLICIES

Conflict of Interest

Policy Statement:

It is the policy of Texas Migrant Council, Inc., that the Board of Directors, Policy Council, employees and members of immediate family, business partners or close personal associates be independent and impartial in all actions involving Texas Migrant Council, Inc., No member of the Texas Migrant Council, Inc., family or community will personally benefit either directly or indirectly, financially or otherwise, from their position.

Board of Directors, Policy Council, administrative officers, agents, employees and members of the immediate family are expected to:

- Represent Texas Migrant Council, Inc., in a positive and ethical manner. Thus employees have an obligation to avoid conflicts of interest and to refer questions and concerns about potential conflicts to their supervisor.
- Not engage in, directly or indirectly either on or off the job any conduct which is disloyal, disruptive, competitive, or damaging to Texas Migrant Council, Inc.
- Not accept any employment relationship with any organization that does business with or competes with Texas Migrant Council, Inc.
- Not accept gifts, except those of nominal value, or any special discounts or loans from any person or firm doing, or seeking to do business with Texas Migrant Council, Inc.. Gifts for the purpose of this policy include the acceptance of lavish entertainment and free travel and lodging.



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Page 2 of 2

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- Not give, offer, or promise, directly or indirectly anything of value to any representative of a customer, or of a financial institution in connection with any transaction or business that Texas Migrant Council, Inc., may have with that customer, potential customer, or financial institution.