

*WHO Statement of Policy in Conflict of Interest--2*

3. There shall be put on the agenda of the first meeting of the WHO Board of Directors following each WHO annual business meeting the report of the executive director on conflicts of interest.

BE IT FINALLY RESOLVED, That the purpose of this statement is to clarify this policy for the guidance of all concerned, bearing in mind that legally and morally it is the continuing duty of all officers, employees and agents of WHO to represent and promote the best interests of WHO.

Instances in which a conflict of interest might arise as to a director, officer, committee or task force chair or employee include:

(A) A financial interest by any such person or a member of his or her immediate family, in a competing organization or any other concern doing business with WHO, unless such aggregate family interest is less than ten percent (10%) of the equity in such concern.

(B) Serving as a member of the board of a corporation, including another home care association, which owns or operates a competing service or business, whether on a profit or nonprofit basis, whether for direct, indirect or compensation.

(C) Rendition by any such person or directive, managerial, advisory or consulting services to a competing organization or any outside concern doing business with WHO or the acceptance of any outside employment that would likely to conflict or interfere with his or her duty to WHO, except with the full knowledge and formal consent of WHO.

(D) Disclosure or use of confidential WHO information, including business information, for personal advantage of any such person or anyone else.

(E) Acceptance by any such person or a member of his or her immediate family of gifts of more token taken value, excessive or lavish entertainment or other substantial favors from any outside source which could be construed as influencing or attempting to influence the performance by any such person of his or her proper duty to WHO.

Attest: \_\_\_\_\_  
WHO President

\* Adopted by the WHO Board of Directors on April 16, 1996.