

**Statement of Policy on Conflict of Interest
adopted by the Board of Directors of the
Wisconsin Homecare Organization***

RESOLVED, that the Board of Directors hereby adopts the following formal statement of policy on conflict of interest for application to all directors and officers:

Statement of Policy on Conflict of Interest

Directors, officers, chairs of committees and employees holding positions of responsibility all have a legal and ethical duty of undivided loyalty to WHO and its affiliates. This is a continuing duty that in some cases binds the individual even after his or her office or employment terminates.

You must at all times not only further the WHO's interest, but also avoid placing yourself in a position where your personal interests are, or may be, in conflict with your duty to WHO. It is not the purpose of this statement of policy to serve as a catalog of instances that might give rise to conflicts of interest. In general, you should avoid, directly or indirectly, participating in any arrangement, agreement, investment or other activity that could result in personal benefit at the expense of WHO's interests. You should also refrain, as should members of your family, from accepting gifts or other favors under circumstances from which it might be inferred that the gift was intended to influence you in the performance of your duties for WHO.

RESOLVED FURTHER, That with respect to implementing such formal statement of policy, the WHO Board of Directors hereby approves and adopts the following procedure:

1. A copy of the statement of policy on conflict of interest, together with a statement for individual signature, shall be circulated annually by the president to each director, officer, committee or task force chair, and all employees in responsible positions. Such statement shall make provision for disclosure of any present conflict of interest and include a requirement to report any future situation creating a possible conflict of interest.
2. The individual statement shall be completed and returned within 15 days to the president of WHO for his or her review and report.