

Conflict of Interest Policy

Members of the Board of Directors of the International Association of Advisors in Philanthropy (AiP), officers, volunteers, and key employees must act at all times in the best interests of AiP. Members of the Board, officers, volunteers, and key employees shall disclose all potential and actual conflicts of interest to the Board of Directors and, as required, remove themselves from all discussion and voting on any related matter. Specifically, members of the Board, officers, volunteers, and key employees shall:

- Avoid placing self-interest or the interests of a third party above the interests of AIP, and avoid the appearance of placing self-interest or the interests of a third party above the interests of AIP;
- Refrain from using AIP's staff, services, equipment, materials, resources, or property for personal or third-party gain, and from representing to third parties that authority as a Board member extends any further than that which it actually extends;
- Not engage in any outside business, professional conduct, or other activities that may be directly or indirectly adverse to the interests of AIP;
- Not solicit or accept gifts, gratuities, free travel, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment with respect to matters pertaining to AIP without fully disclosing such an exchange to the Board of Directors;
- Provide goods or services to AIP as a paid vendor to AIP only after full disclosure to, and advance approval by, the Board of Directors, and pursuant to any related procedures adopted by the Board;
- Not persuade any employee of AIP to leave the employ of AIP or to become employed by any person or entity other than AIP; and
- Not persuade or attempt to persuade any member, exhibitor, advertiser, sponsor, subscriber, supplier, contractor, or any other person or entity with an actual or potential relationship with AIP to terminate, curtail, or not enter into its relationship with AIP, or to reduce any benefit that may be provided to AIP with respect to such relationship.

This policy shall apply to the members of the AIP Board of Directors, but also shall apply to all members of AIP committees, task forces, and others in the AIP governance structure, as well as to AIP's key employees. On an annual basis, all individuals to whom this policy shall apply shall be provided with a copy of this policy and required to complete and sign an acknowledgement and disclosure form prepared by the Board of Directors.

Name (Print)

Date

Signature