



The Wild Animal Sanctuary

TWAS Conflict of Interest Policy

A personal or financial interest or involvement in any customer, client, competitor, or supplier of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary, including outside employment or consulting, is considered a potential conflict of interest. If an Officer, Board Member, or Key Employee or any of his or her close relatives (spouse, domestic partner, child, sister, brother, parent, grandparent, or in-laws) has, or is considering having, a personal or financial interest in a customer, client, competitor, or supplier of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary, or real estate adjacent to a Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary's location, the officer, board member, or key employee must disclose the interest or relationship to the Executive Director of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary.

Furthermore, officers, board members, or key employees may not give or accept gifts, loans, or favors from persons having business relationships with Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary. The receipt or giving of small gifts or casual entertaining for business purposes, however, is not prohibited. Failure to promptly disclose actual or potential conflicts of interest to Executive Director of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary may result in discipline, up to and including dismissal. Whenever these issues arise, contact the Executive Director of Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary to discuss the issue.

Rocky Mountain Wildlife Conservation Center, DBA The Wild Animal Sanctuary reserves the right to determine whether any relationship represents an actual or potential conflict of interest in violation of this policy.

I have read the Conflict of Interest Policy.

Name _____ Date _____

Signature _____