



## **CONFLICT OF INTEREST POLICY**

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NCAC Employees and Board Members:

An actual or potential conflict of interest occurs when an employee or board member is in a position to influence a decision that may result in a personal gain for that employee or for a relative as a result of NCAC's business dealings. NCAC employees shall not use their positions for purposes that are, or give the appearance of being, motivated by a desire for financial and/or other gain for personal, business or other ties.

NCAC employees should not knowingly solicit or accept gifts or grant favors where a higher interest could be violated, or where there could be the appearance of a conflict of interest.

In addition, all NCAC employees are required to read, sign a Certificate of Compliance, and abide by the National Children's Advocacy Center's [Code of Ethics](#).