

POLICY FOR 4CULTURE INDIVIDUAL FUNDING PROGRAMS:

Conflict of interest for staff/Advisory/Board members, their families and business associates

Date of Implementation: July 1, 2011

4Culture has policies designed to eliminate conflicts of interest, further our mandate for transparent public process, and provide guidance to all applicants. No policy language can completely eliminate the perception of conflicts of interest, but we can implement high standards of accountability to ensure fairness in every aspect of our operations.

Staff Members of 4Culture (affects FTEs and part-time employees)

Staff members of 4Culture and their immediate family members and business partners are prohibited from applying for funding to any 4Culture grant program, initiative or commission. If an employee of 4Culture also is employed by or volunteers for an organization that applies for funding and the 4Culture employee has no direct responsibility for applying for 4Culture funding or for oversight of the organization's funding and financial obligations, then no conflict exists.

Staff members and their immediate family members may not serve on the Board of Directors/Trustees for any organization that applies to 4Culture for any type of funding. Staff members and their immediate family members may serve in an advisory capacity to organizations that apply for funding to 4Culture. Staff members and their immediate family members may maintain memberships in organizations that apply for funding to 4Culture. *[Note: as of 7/1/2011, any staff/family who do serve on community boards must transition out of those capacities by year end]*

Advisory Committee Members: Public Art, Arts, Heritage and Preservation

Individual Advisory Committee members, and their immediate family members and business partners, may not apply for funding to programs at 4Culture for which their respective Committee has any type of oversight. For example, PAAC members may not apply for Public Art Commissions, but they may apply for Heritage, Arts or Preservation funding programs, initiatives or commissions. *Note: this restriction does not apply to Advisory Committee members that serve on the board of an organization that applies for funding. This policy only deals with individuals. Advisory members are asked to declare an interest in any organization they serve if funding matters come before their committee.*

Board Members

Board Members and their immediate family members and business partners may not apply for funding as individuals to any 4Culture funding program, commission or initiative.

Note: this restriction does not apply to members of the 4Culture Board of Directors that serve on the board of an organization that applies for funding. This policy only deals with individuals. Board members are asked to declare an interest in any organization they serve if funding matters come before the Board.