



Conflict of Interest Policy

The purpose of this Conflict of Interest policy is to protect the integrity of the Lindenhurst Memorial Library when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer, trustee, or employee of the Library, including circumstances that may give rise to Conflicts of Interest and Related Party Transactions.

Definitions:

Interested Person. An Interest Person is any trustee, officer, employee or member of a committee with powers delegated by the Board of Trustees who (1) has a direct or indirect Financial Interest, as defined below, and/or (2) is a Related Party, as defined below.

Relative. A Relative of an individual is to be considered to be his or her spouse or domestic partner, ancestors, brothers and sisters (whether whole or half-blood), children (whether natural or adopted), grandchildren, great-grandchildren, and spouses of brothers, sisters, children, grandchildren and great-grandchildren.

Financial Interest. A person has a Financial Interest if the person has, directly or indirectly, through business, investment or a Relative:

- (A) An ownership or investment interest in any entity with which the Lindenhurst Memorial Library has a transaction or arrangement;
- (B) A compensation arrangement with the Lindenhurst Memorial Library or with any entity or individual with which the Library has a transaction or arrangement; or
- (C) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Lindenhurst Memorial Library is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

Substantial Financial Interest. A Financial Interest in a Related Party Transaction is a “Substantial Financial Interest” if, in the discretion of the Board after giving due consideration to the material facts and circumstances of the Financial Interest as presented, the Board determines that such Financial Interest is substantial.

Related Party. A Related Party includes:

- (A) Any trustee, officer, or employee of the Lindenhurst Memorial Library;
- (B) Any Relative of any trustee, officer, or employee of the Library or,
- (C) Any entity in which any individual described in clauses (A) and (B) of this section has a thirty-five percent or greater ownership or beneficial interest or, in the case of a partnership or professional corporation, a direct or indirect ownership interest in excess of five percent.

Related Party Transaction. A Related Party Transaction means any transaction, agreement, or any other arrangement in which a Related Party has a Financial Interest and in which the Lindenhurst Memorial Library or any Affiliate of the Library is a participant.

Conflict of Interest. A Conflict of Interest exists if an outside interest or activity influences or appears to influence the ability of an individual to exercise objectivity or impair the individual’s ability to perform his or her responsibility in the best interests of the Library.

Disclosure

Disclosure Statement. Prior to the initial appointment or hiring, and annually thereafter, a trustee, officer, member of a committee with powers delegated by the Board, or employee shall complete, sign and submit to the Business Office of the Lindenhurst Memorial Library, a written Disclosure Statement, attached as Appendix A, identifying, to the best of his or her knowledge, the following information:

- (A) Any entity of which such person is an officer, trustee, member, owner (either as sole proprietor or a partner), or employee and with which the Lindenhurst Memorial Library has a relationship; and
- (B) Any transaction in which the Library is a participant and in which such person might have a Financial Interest that may give rise to a Conflict of Interest or Related Party Transaction.

The Business Office shall provide a copy of all completed Disclosure Statements to the President of the Board of Trustees.

Continuing Duty. All trustees, officers, committee members, and employees have a continuing duty to disclose by oral or written statement the existence of an material facts surrounding any Financial Interest at the time an actual or possible Conflict of Interest or Related Party Transaction arises.

Violations. Any trustee, officer, committee member, or employee who fails to comply with the disclosure obligations under this policy or otherwise violates this Conflict of Interest policy, may be subject to appropriate disciplinary and corrective action, up to and including referral to the New York State Board of Regents for possible removal of a Trustee, pursuant to New York State Education Law section 226.

Procedures

General Prohibitions. An Interested Person shall not:

- (A) Be present at or participate in any Board deliberation or vote related to the transaction or arrangement giving rise to a Conflict of Interest or Related Party Transaction; nor
- (B) Directly or indirectly attempt to influence improperly the deliberation or voting on the transaction or arrangement giving rise to the conflict.

Notwithstanding the foregoing. The Board of Trustees may request that an Interest Person present information to the Board prior to the commencement of deliberations or voting relating thereto.

Initial Determination. After the discloser required, the remaining Board shall decide and document in the meeting minutes whether the transaction or arrangement is a Related Party Transaction, including whether any such transaction involves a Substantial Financial Interest, or a Conflict of Interest.

Consideration of Alternatives. If the transaction or arrangement is a Related Party Transaction in which the Related Party has a Substantial Financial Interest, then the Board must consider alternatives to the proposed transaction or arrangement. If the transaction or arrangement is a Conflict of Interest, then the Board may, but is not required, to consider alternatives.

Board Decision. The Board of Trustees shall compare the alternatives, if any, with the proposed transaction or arrangement and determine whether the Lindenhurst Memorial Library can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a Conflict of Interest or Related Party Transaction. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a Conflict of Interest or Related Party Transaction, the Board of Trustees shall determine:

- (A) By a majority vote of the Board, whether the proposed transaction or arrangement is in the Library's best interest, for the Lindenhurst Memorial Library's own benefit, and whether it is fair and reasonable; and if so, then
- (B) Whether to enter into the transaction or arrangement, in accordance with the Library's bylaws. Note that if the transaction or arrangement involves a Related Party Transaction in which the Related Party has a Substantial Financial Interest, then at least a majority of the Board members present at the meeting is required to approve such a transaction.

Documentation Required. The Board of Trustees shall document in the minutes of the meeting at which such determinations are made the following:

- (A) The existence of a Conflict of Interest or Related Party Transaction;

(B) The resolution of the Board with respect to such Conflict of Interest or Related Party Transaction, including the determination as to whether the transaction or arrangement is fair, reasonable and in the Lindenhurst Memorial Library's best interest.

(C) The basis for approving the transaction or arrangement which gives rise to the Conflict of Interest or Related Party Transaction, including consideration of any alternatives.

Oversight

The Board shall oversee the adoption of, implementation of, and compliance with this Conflict of Interest policy, and only those trustees who qualify as Independent Trustees (those not possessing the possible "Conflict of Interest") shall be eligible to deliberate and vote on matters relating to the Policy.

Adopted: March 20, 2019

Appendix A: Disclosure Statement of the Lindenhurst Memorial Library

The undersigned, being a trustee, officer, or committee member or employee of the Lindenhurst Memorial Library, hereby acknowledges and confirms the following:

(1) I have received, read and understand the Lindenhurst Memorial Library's Conflict of Interest Policy in effect as of the date written below, and I agree to comply with the Conflict of Interest Policy.

(2) **Personal Interests & Relationships.** I am an officer, director, trustee, member, owner (either as a sole proprietor or a partner), or an employee of the following entities with which the Lindenhurst Memorial Library has a relationship. *[If none, please write "None." If such interests exist, please specify the capacity in which you hold such an interest (for example, employee, director or owner). If an owner, please specify your percentage ownership.]*

(3) **Interests & Relationships of Relatives.** A Relative (spouse or domestic partner, ancestors, brothers and sisters (whether whole or half-blood), children (whether natural or adopted), grandchildren, great-grandchildren, and spouses of brothers, sisters, children, grandchildren and great-grandchildren) of mine is an officer, director, trustee, member, owner (either as a sole proprietor or a partner), or an employee of the following entities with which the Lindenhurst Memorial Library has a relationship: *[If none, please write "None." If such interests exist, please specify the Relative (for example, sibling or spouse) and the Relative's position (for example, employee, director, or owner). If an owner, please specify the percentage of ownership.]*

(4) **Transactions.** The Lindenhurst Memorial Library is a participant in the following transactions in which I or my Relative may have a Financial Interest that may give rise to a Conflict of Interest or Related Party Transaction, as defined in the Conflict of Interest Policy. *[If none, please write "None." If such transaction(s) exists, please specify the transaction and the potential financial interest involved and whether you or a Relative has such an interest for any such transaction(s). Please specify the Relative and their position, if applicable.]*

I certify that the above statements are true and correct to the best of my knowledge.

Name: _____

Position: _____

Signature: _____

Date: _____