



Medical Doctors For Choice (MDFC) Conflict of Interest Policy

Medical Doctors For Choice (MDFC) is committed to upholding the highest standards of integrity in the implementation of its program and projects. This conflict-of-interest form is designed to MDFC identify and manage any potential conflicts of interest that may arise.

DEFINITION OF CONFLICT OF INTEREST

Staff and board members or trustees in any organization are obliged to act in the best interests of the organization and not for their own private interest or gain. However, there may be situations where one's own interests and the interests of the organization arise simultaneously or appear to clash.

A conflict of interest is deemed to occur when staff, board members, or partners transact official business with relatives, close friends, or business associates that stand to gain materially.

Staff and board members/trustees must proactively avoid conflict, or the appearance of conflict, between their personal interests and those of the organization and ensure they do not receive improper personal benefits from their positions. MDFC applies the same principles to its board and staff as well as its partners.

Conflicts of interest are often defined in one or more of the following ways:

- A board member or staff member takes part in organizational conversations or transactions in which she/he may be unable to remain impartial or maintain objectivity in choosing between the interests of the organization and his/her personal interests.
- A board member or staff member (or a relative, close friend, or business associate) has a financial interest, or is involved in the purchasing decisions of the organization. For example, if any vendors, service providers, consultants, or experts hired during the project implementation are related to or affiliated to the organization's staff or board members.
- A staff member in the organization has family ties with the organization's board members.
- A board or staff member (or a relative, close friend, or business associate) has a personal or business affiliation with a potential contractual partner, or other conflict of loyalties that may lead to or suggest influence in the organization's decision, even where there is no question of personal financial gain from the particular grant.

WHAT HAPPENS IF THERE IS A CONFLICT OF INTEREST?

If a conflict of interest is identified, the individual involved will be required to recuse themselves from any decisions or activities that could be affected by the conflict. MDFC may also take other steps to manage the conflict, such as requiring the individual to disclose the conflict to the relevant parties or to abstain from voting on certain matters.

DECLARATION:

By signing this form, I declare that I have read and understood the MDFC Conflict of Interest Policy and that I will disclose any potential or actual conflicts of interest to MDFC. I also understand that failure to disclose a conflict of interest may result in disciplinary action, up to and including termination of my employment or contact with MDFC.

Name of Individual _____	MDFC Representative _____
Signature _____	Signature _____
Date _____	Date _____