

# Moto Recovery

## Conflict of Interest Policy

### **Purpose**

The purpose of this Conflict of Interest Policy is to protect the integrity and tax-exempt status of Moto Recovery (the "Organization") by ensuring that decisions are made in the best interest of the Organization and its charitable mission. This policy is intended to supplement, but not replace, applicable state and federal laws governing conflicts of interest in nonprofit organizations.

### **Definitions**

**Interested Person:** Any director, officer, Executive Director, committee member, or individual with decision-making authority who has a direct or indirect financial, professional, or personal interest in a matter involving the Organization.

**Conflict of Interest:** A situation in which an Interested Person's personal, financial, or professional interests could reasonably be perceived to interfere with their duty to act solely in the best interest of the Organization.

### **Disclosure**

An Interested Person must disclose the existence of any actual or potential conflict of interest and all material facts related to the conflict as soon as it becomes known. Disclosure shall occur prior to any discussion or vote on the matter.

### **Recusal**

An Interested Person with a conflict of interest shall recuse themselves from discussion, deliberation, and voting on the matter. The Interested Person may provide factual information if requested but shall not influence the decision-making process.

### **Determination and Approval**

The Executive Director, Board, or designated decision-making body shall determine whether a conflict of interest exists and whether the proposed action is fair, reasonable, and in the best interest of the Organization. Any approval must be made by a majority of disinterested individuals.

### **Compensation**

No officer, director, Executive Director, or other Interested Person shall receive compensation that is excessive or unreasonable. Compensation decisions shall be made by disinterested parties, supported by comparable data where appropriate, and documented in organizational records in accordance with IRS guidelines.

### **Documentation**

All disclosures, recusals, deliberations, and decisions related to conflicts of interest shall be documented in meeting minutes or written records and maintained as part of the Organization's official records.

### **Annual Statements**

Each director, officer, and Executive Director shall annually affirm in writing that they have received, read, and understand this Conflict of Interest Policy and have disclosed all actual or potential conflicts of interest.

### **Violations**

If the Organization has reasonable cause to believe that an Interested Person has failed to disclose a conflict of interest, the individual shall be informed and given an opportunity to explain. If corrective action is required, the Organization may take appropriate measures consistent with nonprofit law, including removal from a position of authority.

This policy is intended to promote transparency, accountability, and public trust while allowing individuals to fully engage in advancing the mission of Moto Recovery.