

CONFLICT OF INTEREST AND BUSINESS ETHICS

AMVETS expects its employees to display good judgment, diplomacy, and courtesy when they deal with members of AMVETS or its subordinate organizations and the general public, and to adhere to the highest standards of personal and professional ethics.

No employee has the right to abuse or harass another employee.

AMVETS recognizes the national salaried officers' and directors' (hereafter known as officials), and national department employees' right to engage in activities outside of their office, which are private in nature and do not in any way conflict with or reflect poorly on AMVETS. Officials of AMVETS must refrain from taking part in, or exerting influence, in any transaction in which their own interest may conflict with the best interest of AMVETS.

Situations in which a conflict of interest might exist include, but are not limited to, those in which the individual or any close relative or associate of such individual, directly or indirectly, has any financial interest in, receives any material benefit from, or engages in activity on behalf of anyone from whom the Foundation obtains products or services, to whom AMVETS sells products or services, or with whom AMVETS does business, regardless of whether the individual acts in good faith or in bad faith.

Not every situation that might appear to violate this policy will automatically constitute a prohibited conflict of interest. Among the factors to be considered by AMVETS in determining whether a proscribed conflict of interests exists are: the extent to which all of the facts and circumstances of the dealing are known to and can be monitored by AMVETS; the competitiveness, quality and "arms-length" nature of any services rendered to AMVETS by the individual or his associates; the quality and price competitiveness of any products purchased by AMVETS; the nature and scope of the individual's duties; and the likelihood that the individual's judgment might be adversely influenced.

Any duality of financial or possible direct or indirect conflict of interest on the part of any official shall be promptly disclosed in writing to the appropriate Executive Director/Commander and made a matter of record through a periodic procedure established herein and again when the interest becomes a matter of AMVETS action.

Any official having a duality of interest or possible conflict of interest on any matter shall not vote or use his or her personal influence on the matter, and shall not be counted in determining the quorum for a meeting, even where permitted by law. The minutes of the meeting shall reflect that a disclosure was made, the abstention from voting and the quorum situation.

CONFLICT OF INTEREST - STATEMENT OF POLICY

All new national salaried officials of AMVETS will be advised of this policy upon assuming the duties of their office. All AMVETS national salaried officials shall file with the Executive Director/Commander a periodic conflict statement, which will be an integral part of their files for the duration of office.