

**FOOD BANK
of ALASKA**



CONFLICT OF INTEREST POLICY

All members of the Board of Directors shall avoid any conflict between their own respective individual, professional or business interests and the interests of FBA, in any and all actions taken by them on behalf of FBA.

In the event that any member of the Board of Directors of FBA shall have any direct or indirect interest in, or relationship with, any individual or organization which proposes to enter into any transaction with FBA including but not limited to transactions involving:

- A. The sale, purchase, lease or rental of any property or other asset;
- B. Employment, or rendition of services, personal or otherwise;
- C. The award of any grant, contract or subcontract;
- D. The investment or deposit of any funds of the Association;

such person shall give notice of the interest or relationship and shall thereafter refrain from voting on the particular transaction in which the person has an interest, or otherwise attempting to exert any influence on FBA, to affect a decision to participate, or not participate, in such transaction.

NONDISCRIMINATION POLICY

FBA reaffirms its policy of nondiscrimination as follows:

1. FBA provides equal employment opportunities in hiring, assignment, promotion or other conditions of employment to all qualified applicants and employees regardless of race, religion, color, national ancestry, age, marital status, pregnancy, gender, sexual orientation, physical/mental disability unrelated to the performance of the job, or any other classification protected by law.
2. FBA provides equal opportunities for Board membership to all qualified persons interested in serving on FBA's Board of Directors regardless of race, religion, color, national ancestry, age, marital status, pregnancy, gender, sexual orientation, physical/mental disability unrelated to the performance of the duties of a Director, or any other classification protected by law.
3. No partner agency shall be denied the services of FBA on the basis of race, religion, color, national ancestry, age, marital status, pregnancy, gender, sexual orientation, physical/mental disability or any other classification protected by law.
4. No volunteer may be excluded from volunteer services on the basis of race, religion, color, national ancestry, age, marital status, pregnancy, gender, sexual orientation,

physical/mental disability unrelated to the volunteer duties, or any other classification protected by law.