

ANIMAL WELFARE LEAGUE OF ALEXANDRIA

CONFLICT OF INTEREST POLICY

Adopted November 17, 2007

As summarized in the Animal Welfare League of Alexandria's Code of Ethics, individuals volunteering or working on behalf of the AWLA are expected to act in good faith in the execution of their duties on behalf of the organization and not use their positions with the AWLA (or information gained within those positions) for their personal benefits to the detriment of the interests of the AWLA.

A conflict of interest exists when, in the course of acting on behalf of the best interests of the AWLA, an AWLA director, employee or volunteer is in a position simultaneously to serve his own personal interests (or the interests of another person or organization), and those interests could be in conflict with the best interests of the AWLA.

Some examples of conflicts of interest include:

Holding other than a de minimus amount or value of stock or any type of ownership interest in a vendor that might sell products or services to the AWLA;

Serving on the governance board or working as an employee or volunteer with another organization that might have business or policy dealings with the AWLA;

Serving on boards or committees, or holding membership in organizations that advocate on behalf of social, religious, political, economic or cultural issues that might conflict with activities undertaken by the AWLA;

Having the opportunity to influence employment decisions in the AWLA or its vendors' organizations for relatives or friends;

Having the opportunity to receive personal gifts, rebates or discounts from the AWLA vendors or clients.

In some circumstances, conflicts of interest cannot be avoided and -- when disclosed -- are often no cause for concern. Most people act in furtherance of a variety of roles every day, arising from their affiliations with a family, a business, a community, a political party, and/or one or more voluntary associations and charitable organizations. Volunteers and employees of the AWLA are no different. Indeed, the AWLA has always had, as members of its Board of Directors, volunteers who are affiliated with other organizations who also compete with the AWLA for support. The AWLA even has often had, as members of its Board of Directors, members who also were affiliated with other humane organizations which take positions different to those taken by the AWLA. Finally, the AWLA has always had, as members of its Board of Directors, members who are affiliated in their professional capacities with entities with whom the AWLA engages in significant financial transactions -- and we are proud that those members of the Board devote some of their personal time to attend to business of the AWLA.

As a result of the multiple contexts in which directors, employees, friends and supporters of the AWLA have relationships with the AWLA, conflicts of interest likely always will exist. Historically, our directors, employees, and volunteers have acted with the best interests of the AWLA in mind regardless of conflicts of interest that may have existed and we have no reason to believe that this admirable conduct will not continue in the future.

Nevertheless, it is important to set forth that it is the policy of the AWLA that its directors, employees and volunteers have an ethical obligation not only to disclose all conflicts of interests, but also to act to guard the AWLA from the sacrifice of its interests as a result of such conflicts. Indeed, one possible risk to the AWLA is that a failure to take action with respect to a conflict of interest may be perceived by potential donors as evidence that the AWLA is not managed properly, and that it is not deserving of support. To ensure that the AWLA continues to be managed well, and that it continues to be deserving of support, it is the policy of the AWLA that, in the event that the interests of the AWLA are sacrificed or even at risk of being sacrificed as a result of a conflict of interest, the AWLA will act as necessary to protect its interest, up to and including severing the affiliation with the individual concerned.

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In the event that an employee or volunteer other than a member of the Board of Directors discovers or becomes involved in a conflict of interest, he should promptly disclose the conflict fully to the Executive Director, and the Executive Director shall take such action as is necessary to protect the interests of the AWLA.

If a member of the Board of Directors (other than the Chair of the Board) or the Executive Director discovers or becomes involved in a conflict of interest, he should promptly disclose it to the Chair of the Board of Directors, who shall take such action as is necessary to protect the interests of the AWLA, including bringing the matter to the entire Board of Directors for such action as it sees appropriate. If the Chair of the Board of Directors discovers or becomes involved in a conflict of interest, he should promptly disclose it to the Vice-Chair of the Board of Directors, who shall take such action as is necessary to protect the interests of the AWLA, including bringing the matter to the entire Board of Directors for such action as it sees appropriate.

The AWLA's Executive Director shall ensure that all of the AWLA's supervisory employees (including the Executive Director) sign a statement as early as possible in the course of their employment in a supervisory capacity with the AWLA that they have read this policy, understand it and will comply with it. The AWLA's Executive Director shall ensure that, at least once a year, all AWLA employees will be reminded of their obligation to comply with this policy. All members of the AWLA's Board of Directors will sign a statement affirming that they have read this policy, understand it and will comply with it, and will reiterate their agreement with that obligation on at least an annual basis. The AWLA's Executive Director shall ensure that, to the extent practicable, all other volunteers are periodically advised of their obligation to comply with this policy as well.

Sign yearly

I, _____, have read this policy, understand it and will comply with it.

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____

Signature: _____ Date: _____