



WOMEN OF REFORM JUDAISM

WRJ Conflict of Interest Policy

No member of the Board, officer, or employee of WRJ or the URJ shall, directly or indirectly, have any financial interest in or derive any income from or be employed by any person, firm, corporation or any other entity doing business with WRJ or the URJ without full disclosure in writing to and approval from the WRJ Executive Committee. If an employee is actively involved in any of the above, the employee of WRJ must disclose in full in writing to and seek approval from the President of WRJ to do so.

No member of the WRJ or URJ Board of Trustees, officer, or employee of WRJ or the URJ shall directly or indirectly accept money, gifts, gratuities or favors of any kind, unusual or excessive entertainment or hospitality, loans, guarantees, or preferential treatment from any person, firm, corporation or any other entity doing business or seeking to do business with WRJ or the URJ under circumstances from which it can presumably be inferred that the purpose and/or effect of such was to influence.

No member of the WRJ or URJ Board of Trustees and no officer or employee of WRJ or the URJ shall knowingly divulge to any person not authorized by WRJ or the URJ to receive the same confidential information received in the performance of his or her duties, nor use such information for personal profit, nor transmit any knowledge of any confidential decision or confidential information that might be prejudicial to the interest of WRJ or the URJ to any unauthorized person except in connection with the discharge of his or her organizational responsibilities.