CONFLICT OF INTEREST
AND/OR COMMITMENT

GCWP E85
OBJECTIVE OF PRESENTATION

Explain and promote the “four Ds” of Conflict of Interest

1. Define
2. Disclose
3. Determine
4. Document
content or conduct that you believe violates your rights (including intellectual property rights) or our terms and policies. We will take such action as we deem necessary, including, but not limited to, removing content or closing your account. However, we cannot guarantee that all content or conduct will be identified and/or removed in a timely manner.

You agree to notify us promptly if you are required to take any action in response to a legal demand or the receipt of a court order, and to cooperate with us, at our expense, in connection with any investigation. We reserve the right to take any action and reveal any content as we deem necessary to avoid or mitigate adverse legal or regulatory impacts to Meta.

2. How our services are funded

Instead of paying to use Facebook and the other products and services we offer, by using our services you agree to allow us to show you ads that we think will be relevant to you. Protecting people's privacy is central to how we've designed our services. We show you ads, offers, and other sponsored content to help you discover content, products, and services that may interest you. To help us continue to offer our services to you at no cost, we and our partners may use your information and content to help us deliver our services and to help others discover something of interest to them. This includes information like your interests, the people you interact with on our Products, and the content you post or share. For example, we may show you an ad for a local restaurant because we think you might be interested in trying it.

To use our Products, you agree that we can show you ads that we think will be relevant to you. We use your personal data to help determine which ads to show you. We don't sell your personal data to others. We also share aggregated or anonymized information with our partners and use it to improve our Products and our partners' products. We may use data from our partners to show you relevant ads and to help our partners improve their products. We may also combine data from the services we offer to show you ads that we think will be relevant to you.

You will not transfer any of your rights or obligations under these Terms to anyone else without our consent.

We reserve all rights not expressly granted to you.

Date of Last Revision: January 4, 2022
STATEMENT OF ACCEPTANCE—CONFLICT OF INTEREST POLICY

This Declaration applies to all members of my immediate family (spouse, children, and parents) and to all organizations affiliated with or subsidiary to the General Conference of Seventh-day Adventists. In the event facts change in the future that may create a potential conflict of interest, I agree to notify the General Conference of Seventh-day Adventists.

1. I have read the Statement of Ethical Foundations and the policy on Conflict of Interest and/or Commitment.

2. I am in compliance with General Conference of Seventh-day Adventists’ policy on Conflict of Interest and/or Commitment as printed above.

3. Details as disclosed below:
   a. I neither nor my family has a financial interest or business relationship which competes with or conflicts with the interests of the General Conference of Seventh-day Adventists.
   b. I neither nor my family has a financial interest in, nor am or have been, an employee, officer, director, or trustee of, nor receive/obtain financial benefits either directly or indirectly from any enterprise (excluding less than five percent (5%) ownership in any entity with publicly traded securities) through which I or have been doing business with or be a competitor of the General Conference of Seventh-day Adventists.
   c. I neither nor my family receive/received any payments or gifts, monetary or non-monetary (other than of nominal value) from other denominational entities, suppliers, or agencies doing business with the General Conference of Seventh-day Adventists.
   d. I neither nor my family serve/served as an officer, director, trustee, or agent of any organization affiliated with or subsidiary to the General Conference of Seventh-day Adventists in any decision-making process involving financial or legal interests adverse to the General Conference of Seventh-day Adventists.

I Have Disclosure:  
   √ Yes
   ☐ No

Name of Signer*: 
   If the name below is not yours, please contact the person who sent you the link you used to open this form.
   □ Monica
   □ Hersley M.

Typed Name*: 
   Please type your name in the field below.
   □ Hersley M.
   □ Monica

Organization and Position*: 
   Please enter the organization you work for followed by your job title.
   □ GC Undersecretary

Signature*: 
   □ Hersley M. Monica
DEFINE

The 4 Ds in Managing a Conflict of Interest
Conflict of interest shall mean any circumstance under which an employee or volunteer by virtue of financial or other personal interest, present or potential, directly or indirectly, may be influenced or appear to be influenced by any motive or desire for personal advantage, tangible or intangible, other than the success and well-being of the denomination.
A conflict of commitment shall mean any situation which interferes with an employee’s ability to carry out his/her duties effectively. Elected, appointed, or salaried employees on full-time assignment are compensated for full-time employment; therefore, outside or dual employment or other activity, whether compensated or not, that in any way interferes with the performance of an employee’s duties and responsibilities is a conflict of commitment.
BEST INTEREST OF THE ORGANIZATION OR PERSONAL INTEREST
BEST INTEREST OF THE ORGANIZATION  PERSONAL INTEREST
DEFINE

DISCLOSE

The 4 Ds in Managing a Conflict of Interest
Because of the common objectives embraced by the various organizational units and institutions of the Seventh-day Adventist Church, membership held concurrently on more than one denominational committee or board does not of itself constitute a conflict of interest provided that all the other requirements of the policy are met. However, an officer, trustee, or director serving on an organization’s board is expected to act in the best interest of that organization and its role in denominational structure.
Individuals, who by virtue of their position or based on their place of employment are invited to serve as members on boards/committees of entities/organizations that are not listed in the *Seventh-day Adventist Yearbook*, must secure approval from their relevant governing body/administrative committee and disclose their membership on such boards/committees.
DEFINE

The 4 Ds in Managing a Conflict of Interest

DISCLOSE

DETERMINE
E 85 30 Review Process for Conflicts of Interest and/or Commitment—The officer or human resource/personnel office that receives the report of a conflict or potential conflict shall inform the employee’s supervisor and shall have the matter reviewed by the appropriate employing authority or by the committee assigned to review such matters. If the disclosure has come from a third party, the officer or human resource/personnel office shall inform the employee concerned and shall give the employee an opportunity to submit any information which may help in the review of the reported conflict. The decision of the employing authority or review committee as to whether or not a conflict exists shall be communicated to the employee in writing.
DEFINE

DISCLOSE

The 4 Ds
in Managing a Conflict of Interest

DETERMINE

DOCUMENT
1. Conflict of interest should be a regular item on every board agenda and periodically discussed by the whole board/committee.

2. Be proactive in requiring every employee of our organization to complete and submit a Conflict of Interest and/or Commitment form on an annual basis.