

7. CONFLICT OF INTEREST AND CODE OF ETHICS

Annual disclosure

Each director, officer, and committee chair shall annually disclose financial, professional, family, organizational, political, and real-estate relationships that could reasonably relate to matters before Woodhaven Unites. Disclosure does not automatically require recusal, but nondisclosure is itself a governance violation.

Required conduct

- Place the Corporation's mission and the community's welfare above personal advantage.
- Disclose actual, potential, and apparent conflicts before discussion or action.
- Do not use confidential information, membership data, public-records research, or organizational opportunities for private benefit.
- Do not accept gifts, services, or favors intended to influence organizational action.
- Do not retaliate against a member, volunteer, whistleblower, critic, or records requester.
- Correct material factual errors promptly and visibly.
- Treat residents, public officials, applicants, developers, and critics with dignity while preserving the right to vigorous advocacy.

Recusal procedure

The interested person shall disclose the relationship, answer factual questions if requested, leave the discussion and vote unless the disinterested directors determine otherwise for a compelling reason, and not attempt to influence the decision outside the meeting. Minutes shall record the disclosure, absence, and vote without publishing unnecessary private details.

Related-party transactions

A transaction involving an insider or affiliated entity requires advance disclosure, documentation of alternatives, a finding by disinterested directors that the terms are fair and in the Corporation's best interests, and a recorded vote. Competitive quotations should be obtained when practical.

Woodhaven Unites leadership pledge

I will place the mission and the community above personal interests; disclose conflicts; protect private information; follow the bylaws even when doing so is inconvenient; welcome good-faith disagreement; correct mistakes; and conduct the work of Woodhaven Unites openly, fairly, and with respect.