



Greenwich Library Policy

Ethics and Conflicts

Approved October 13, 2020

Introduction

This Ethics and Conflicts Policy (this “Policy”) sets forth the standards relating to ethical conduct and conflicts of interest for Trustees and Officers of the Greenwich Library (the “Library”). For purposes of this Statement, Trustees means active members of the Library’s Board of Trustees (the “Board”) and Officers means the Director and Deputy Director of the Library.

1.Compliance with Laws and Other Ethical Standards

Trustees and Officers shall comply with the letter and spirit of all applicable local, state and federal laws, the ethical standards set forth in this Policy, and any additional ethical standards set forth by organizations relevant to the particular profession(s) of each Trustee and Officer. In recognition of the fact that Officers of the Library are employees of the Town of Greenwich (the “Town”), in the event of a conflict or inconsistency between the standards set forth in this Statement and any more stringent standard of conduct promulgated by the Town, the Town’s standard shall control.

2.Fiduciary Duties

Trustees and Officers owe the fiduciary duties of care, loyalty and obedience to the Library. The duty of care requires Trustees and Officers to exercise the care that an ordinarily prudent person would exercise in a like position and under similar circumstances in connection with their responsibility to provide organizational oversight. The duty of loyalty requires Trustees and Officers to faithfully pursue the interests of the Library rather than their own financial or other interests or those of another person or organization. The duty of obedience requires Trustees and Officers to act with fidelity to the Library’s mission and in compliance with all applicable laws.

Trustees and Officers shall be attentive to the Library’s activities and finances. Trustees shall oversee the way in which the Library’s assets and affairs are managed and Officers of the Library shall be actively engaged in such management. This includes attending and participating in meetings, reading and understanding financial statements and other library reports, asking questions and exercising sound judgment. Breach of any fiduciary duty by a Trustee or Officer may subject the Trustee or Officer to financial or legal consequences and may result in removal from the position of Trustee or Officer.

Trustees and Officers should keep in mind that any action taken by them as individuals may reflect on, or be attributed to, the Library. No Trustee or Officer shall misuse the Library’s name,

reputation, property or services, nor shall any Trustee or Officer compromise the Library's goodwill.

3.Conflicts of Interest

A.General

The Library is committed to integrity and credibility in its operations. In particular, as a tax-exempt organization pursuant to Section 501(c)(3) of the Internal Revenue Code, the Library is subject to tax and other legal requirements, including prohibitions against transactions that benefit a private individual as opposed to the public that the Library is formed to serve (referred to in the tax code and regulations as "private inurement" or "private benefit" transactions). If a tax-exempt organization fails to meet these requirements, certain penalties could be imposed, including loss of the organization's tax-exempt status or imposition of financial penalties, which would be payable by the organization's managers and/or certain insiders (sometimes called "disqualified persons" in the tax code) who are involved in the impermissible transaction. Further, in order to meet the Library's annual disclosure requirements of IRS Form 990 (Return of Organization Exempt from Income Tax), the Library must learn of any transactions with respect to the Library involving Trustees (who qualify as "independent voting member of the governing body") that must be disclosed on the Form 990.

In order to promote integrity and credibility, to address these tax and legal requirements, and to address other issues of potential conflicts of interest, the Board has adopted this Policy.

B.Conflicts of Interest—Defined

A Trustee or Officer has a conflict of interest (a "Conflict") when the Trustee or Officer, or any member of their Family, directly or indirectly:

- has any personal, business or other interest or affiliation that could be construed as being Library-related, such as (but not limited to) serving as a trustee, officer, director, employee or partner of, or owning greater than 5% of the voting stock or controlling interest in, any organization that does business or wishes to do business with the Library, or
- receives a personal, business or other benefit (other than the reasonable compensation of an Officer by the Town) as a result of the Trustee's or Officer's affiliation with the Library.

The term "Family" as used in this Policy includes individuals related to a Trustee or Officer by marriage, domestic partnership, blood or adoption.

C.Avoidance of Conflict of Interest

Each Trustee and Officer shall exercise care to ensure that no harm to the Library's interests results from a Conflict between the Library's interests and any personal, business or other interests of the Trustee or Officer or any member of their Family. Trustees and Officers should avoid situations in which a Conflict, or the appearance of a Conflict.

D. Disclosure of Potential Conflict of Interest

If any Trustee or Officer or (to the knowledge of any such Trustee or Officer) any member of their Family has, or reasonably expects to have, interests or affiliations that could be construed as creating a Conflict or the appearance of a Conflict, the Trustee or Officer shall promptly inform the President of the Board, who shall promptly inform the other members of the Board's Executive Committee. If a Trustee who is a member of the Executive Committee (including the President of the Board) or (to the knowledge of such Trustee) any member of their Family, has, or reasonably expects to have, a Conflict, such Trustee shall promptly inform the remaining members of the Executive Committee.

E. Evaluation of Potential Conflict of Interest

1. The Executive Committee shall review the information relating to any potential Conflict and shall take one of the following actions as they deem appropriate: (i) finding that no Conflict or potential Conflict exists; (ii) finding that a Conflict or potential Conflict exists and that the situation resulting in such Conflict should cease or not be permitted to proceed; or (iii) referring the actual or potential Conflict to the Board for consideration. In the event the actual or potential Conflict is referred to the Board for consideration, the Board shall take such actions as the Board in its discretion deems appropriate, including, but not limited to, any of the following: (a) finding that no Conflict or potential Conflict exists; (b) finding that a Conflict or potential Conflict exists and that the situation resulting in such Conflict should cease or not be permitted to proceed; or (c) finding that a Conflict or potential Conflict exists and that a waiver or conditional waiver of such Conflict should be granted.
2. In evaluating whether to cease, not permit or waive the Conflict, the Executive Committee or the Board may investigate or direct the Library Director to investigate alternatives to the existing or proposed transaction or arrangement that raises the Conflict in order to determine whether the Library may obtain a more advantageous transaction or arrangement with reasonable efforts from a person or entity that would not give rise to a Conflict. If a more advantageous transaction or arrangement is not reasonably attainable under circumstances that would not give rise to a Conflict, the Executive Committee shall determine whether the transaction or arrangement is in the Library's best interest and for its own benefit and whether the transaction or arrangement is fair and reasonable to the Library, and shall make its decision as to whether to cease, not permit or waive the Conflict in conformity with such determination.
3. Generally, the Trustee or Officer associated with a potential Conflict may be present at any meeting held to evaluate the potential Conflict in order to respond to questions and elaborate on the information presented; however, as set forth in Section 3(H) of this Policy, such Trustee or Officer shall leave the meeting during any discussion or vote relating to such matter. The minutes of the meeting shall record the date, time and location of the meeting, individuals present, disclosure of the Conflict, the Trustee's or Officer's abstention from consideration of the matter, the issue subject to a vote and how each Trustee voted, and the determination, if made, whether the transaction is in the Library's interest.

4. In all cases, the finding or referral referred to in 3.E.1 shall be recorded in writing by the Executive Committee or the Board of Trustees, as applicable. A copy of such writing shall promptly be provided to the Trustee or Officer. The Trustees' office shall maintain a central repository for all such written decisions and/or recommendations.

F. Accessibility of Information

The President of the Board, or the Executive Committee, as applicable, may request from Trustees or Officers information relevant to ensuring compliance with this Policy. Because the integrity, and therefore, the credibility of the Library is enhanced by disclosure, Trustees and Officers shall provide any relevant information requested.

G. Confidentiality in Review

Persons to whom disclosures are made shall take steps to ensure the confidentiality of the disclosure. All information relating to an actual or potential Conflict shall be handled confidentially unless public disclosure is part of any conflict of interest management plan or is required by law.

H. Abstention from Voting

A Trustee or Officer shall not vote on, approve or recommend any transaction in which such Trustee or Officer or (to the knowledge of such Trustee or Officer) any member of their Family has any actual or potential Conflict. If the Trustee or Officer is present at a meeting of the Board or any committee of the Board at which such a matter is considered, the Trustee or Officer shall not be present for any discussion or vote relating to such matter.

I. Trustee Candidates

The Nominating Committee of the Friends of Greenwich Library shall, in considering candidates for the Board of Trustees, seek to ascertain whether the candidate, or (to the knowledge of the candidate) a member of the candidate's Family, has any direct or indirect personal, business or other interests or affiliations that could be construed as giving rise to an actual or potential Conflict that should be reported to the Board prior to the candidate's nomination being acted upon by the Board. To facilitate such determination, each candidate shall be asked to complete the attached Affiliation Questionnaire.

4. Library Resources

Trustees and Officers shall use Library resources for Library business only and not for personal gain or at the expense of patrons; provided, however, that they may use Library resources in the same manner as any member of the general public. Library resources include, but are not limited to, the Library's collections, supplies, equipment, staff and premises. In addition, the name, reputation and goodwill of the Library are valuable assets and should not be used by Trustees or Officers for personal advantage or for the advantage of any other person or entity.

5. Confidential Information

Unless otherwise required by law, Trustees and Officers shall not disclose confidential information obtained in the course of their duties as Trustees or Officers. Confidential

information is any information that is not generally available to the public. The obligation to keep such information confidential shall continue after the cessation of a Trustee's term on the Board or the Officer's employment at the Library.

6.Trustee-Staff Relationship

Trustees and Officers should not use their position to obtain services or expertise from Library staff that differ from the manner in which such services or expertise are provided to the general public. Neither Trustees nor any member of a Trustee's or Officer's Family shall serve as paid employees of the Library unless approved in advance by the Board.

7.Gifts

Trustees and Officers shall avoid activity that could be construed as illegal, improper or corrupt. In order to avoid any such appearance, Trustees, Officers and their Family members may not knowingly accept, in connection with their official relationship with the Library or their performance of any duty as a Trustee or Officer, gifts with a value of \$100 or more from any one source in a calendar year (including a discount or special price on personal purchases) from any individual or organization that (to the knowledge of such person) does business with, or that wishes to do business with, the Library. Gifts of cash or cash equivalents (e.g., gift cards) may never be accepted.

Notwithstanding the provisions of the previous paragraph, meals or other customary entertainment that would be appropriate to be reimbursed as a business expense may be accepted, except where the acceptance would compromise, or could reasonably be perceived to compromise, the judgment of the Trustee or Officer or the reputation of the Library.

8.Interpretation

This Policy cannot describe all potential conflicts of interest or ethical issues that may arise, and its application may be uncertain at times. Officers and Trustees should exercise the highest standards of ethical judgment and err on the side of caution. Attached hereto as Appendix A is a list of examples to assist Trustees and Officers in determining whether a conflict of interest or other ethical issue may exist. Trustees and Officers are encouraged to consult with the President of the Board if they have any questions as to the applicability of this Policy to a particular situation.

9.Policy Distribution/Conflict of Interest Statement

Newly elected Trustees and newly appointed Officers shall be provided with a copy of this Policy upon election to the Board or appointment as an Officer. Upon receipt, each such newly elected Trustee and newly appointed Officer shall promptly complete, sign and return the attached Conflict of Interest Statement and Affiliation Questionnaire.

In addition, each Trustee and Officer shall be provided with a copy of this Policy on an annual basis. Upon receipt, each such Trustee and Officer shall promptly complete, sign and return the attached Conflict of Interest Statement and Affiliation Questionnaire.

Appendix A

This Appendix provides a list of examples to assist Trustees and Officers in determining whether a conflict of interest or other ethical issue may exist. This list does not purport to include every possible ethical issue that may arise. Trustees and Officers are encouraged to consult with the President of the Board if they have any questions as to the applicability of this Policy Statement to a particular situation.

1. A Trustee, Officer or a Family Member of a Trustee or an Officer is the principal of a vendor or service provider that wants to submit a bid to perform work for the Library.

1. This situation would constitute a Conflict. In the case of a Trustee or Officer, the Conflict should be disclosed in the manner set forth in the Policy. In the case of a Family member of a Trustee or Officer, the Trustee or Officer must either (i) tell his or her Family member not to bid on the project or (ii) promptly disclose the Conflict in the manner set forth in the Policy.

If the Trustee or Officer decides to disclose the potential Conflict, the disclosure will be reviewed as set forth in this Policy. The Trustee, Officer or Family member, as the case may be, should not submit a bid unless and until permission has been granted to do so pursuant to the Policy.

2. A Trustee or Officer wants to hire a contractor who does renovation work for the Library to perform renovations in the Trustee's or Officer's home.

1. This situation may constitute a Conflict, because the Trustee or Officer may receive a benefit as a result of the Trustee's or Officer's affiliation with the Library (for example, the contractor may feel obligated to work for the Trustee or Officer or to give the Trustee or Officer a discount as a result of the Trustee's or Officer's affiliation with the Library). In this situation, the Trustee or Officer should either (i) refrain from hiring the contractor or (ii) disclose the potential Conflict in the manner prescribed in this Policy to determine if permission will be granted for the Trustee or Officer to hire the contractor.

3. One of the Library's investment managers invites certain Trustees and Officers to a dinner event for which the investment manager purchased an expensive table for guests.

1. In most cases, the Trustees and Officers could accept this invitation. Lunches, dinners or other customary entertainment that would be appropriate to be reimbursed as a business expense may be accepted, except where the acceptance would compromise, or could reasonably be perceived to compromise, the judgment of the Trustee or Officer or the reputation of the Library.

4. Under circumstances that arise or that may appear to arise from a Trustee's or Officer's official relationship with the Library or the performance of any duty as a Trustee or Officer, one of the Library's investment managers invites a

Trustee or Officer to a weekend investment seminar/retreat at a luxury resort--all travel, lodging and meal expenses to be paid by the investment manager.

1. The Trustee or Officer should decline the invitation. Even if this expense could be reimbursed as a business expense, the value and nature of the invitation is such that it could reasonably be perceived to compromise the judgment of the Trustee or Officer or the reputation of the Library.

Situation 5: A Trustee is a member of the Board of Directors of a local independent school (the "School"). The School has begun a capital campaign and has asked its Directors (including the Trustee) to develop a list of individuals to personally solicit for contributions. The Trustee would like to access the Library's list of donor addresses and phone numbers for the purpose of soliciting contributions from individuals who are not otherwise known personally to the Trustee.

Analysis: Even though the Trustee has no personal financial interest at stake, the Trustee has a Conflict because the Trustee owes a fiduciary duty of loyalty both to the Library and to the School. The Trustee's fiduciary duty of loyalty to the Library does not permit the use of the Library's non-public donor information for any purpose other than raising funds for the Library. The Trustee must not access, or request access to, such information for the purpose of soliciting contributions to the School without first disclosing the Conflict to the President of the Board and receiving permission to do so in accordance with this Policy.

Situation 6: A Trustee is a member of the Board of Estimate & Taxation (the "BET") of the Town. A substantial portion of the Library's annual budget is funded by the Town and the BET is responsible for approving appropriations to the Library. At an upcoming meeting, the Library Board will discuss and vote whether to approve a budget for the next fiscal year. If the Library Board approves the budget, the Library will submit the budget for the BET's approval. The BET will, at a subsequent meeting of the BET, consider and vote whether to approve the Library's budget proposal.

Analysis: The Trustee has a Conflict by reason of the relationship between the Library and the BET and the Trustee's dual role as a Trustee and BET member. Accordingly, the Trustee must disclose the Conflict to the President of the Board in accordance with this Policy, and recuse themselves from participating in the BET's discussion or vote regarding the Library's proposed budget.

THE GREENWICH LIBRARY

TRUSTEE AND OFFICER CONFLICT OF INTEREST STATEMENT

I, as a Trustee or Officer of the Greenwich Library (the "Library"), certify that:

1. I have received a copy of the Library's Ethics and Conflicts Policy for Trustees and Officers (the "Policy").
2. I have read and understand the Policy.
3. I agree to comply with the provisions of the Policy, and understand that I may be removed from my position as Trustee or Officer if I fail to do so.
4. If I or (to my knowledge) any member of my Family (as defined in the Policy) has, or reasonably expects to have, now or in the future, any interest or affiliation that could be construed as creating a Conflict (as defined in the Policy) or the appearance of a Conflict with the interests of the Library, I shall promptly provide written notice to the President of the Board of Trustees (the "Board") of the Library (or, if I am the President of the Board, I shall promptly provide written notice to the Executive Committee of the Board).
5. I shall not vote on, approve or recommend any transaction in which I or (to my knowledge) any member of my Family has any actual or potential Conflict. If I am present at a meeting of the Board or any Committee at which such a matter is considered, I shall leave the meeting during any discussion or vote relating to such matter.
6. I have listed on the attachment hereto a complete, true and correct list of entities of which I or (to my knowledge) any member of my Family is a trustee, officer, director, employee or partner, and those entities of which I or (to my knowledge) any member of my Family is the owner of greater than 5% of the voting stock of, or a controlling interest in, such entity.
7. To my knowledge, I do not have any family or business relationship with any other Trustee, officer or key employee of the Library.

Signature

Print Name

Date

Please return this form to:

Trustees' Office

Greenwich Library
101 West Putnam Avenue
Greenwich, Connecticut 06830

Affiliation Questionnaire

List below those entities of which you or (to your knowledge) any member of your Family is a trustee, officer, director, employee or partner, and those entities of which you or (to your knowledge) any member of your Family is the owner of greater than 5% of the voting stock of, or a controlling interest in, such entity.

Entity Name and Address	Your Position (e.g., trustee, officer, director, employee, partner or owner)