



The Irish Quarter Horse Association (IQHA) is committed to upholding the highest standards of integrity, transparency, and fairness in its operations. In order to maintain the trust and confidence of our members and stakeholders, the IQHA requires all individuals involved in our organization to acknowledge and disclose any potential conflicts of interest that may arise.

A conflict of interest arises when an individual's personal, financial, or other interests could influence, or be perceived to influence, their decision-making or actions in a manner that could compromise the best interests of the IQHA and its members. The IQHA expects all board members, employees, volunteers, and other individuals associated with our organization to act in the best interests of the IQHA and avoid any situation where a conflict of interest may exist.

To promote transparency and avoid conflicts of interest, individuals associated with the IQHA must adhere to the following guidelines:

1. **Disclosure:** Individuals must disclose any actual or potential conflicts of interest in a timely manner. This includes any financial or personal relationships, business affiliations, or other interests that may affect, or reasonably appear to affect, their ability to make impartial decisions in the IQHA's best interest.
2. **Recusal:** When a conflict of interest is identified, the individual involved must recuse themselves from any discussions, decisions, or actions that may be influenced by the conflict. They should not participate in any related deliberations or have access to confidential information that could be compromised by the conflict.
3. **Impartiality:** All individuals associated with the IQHA must make decisions and act in a manner that prioritizes the best interests of the organization and its members over personal gain or any external interests. They should avoid any situation that may compromise their objectivity or the integrity of their decision-making process.
4. **Annual Review:** The IQHA will conduct an annual review of potential conflicts of interest among its board members, employees, and volunteers. This review will help ensure ongoing compliance with this policy and allow for the identification and resolution of any conflicts that may arise.

Failure to comply with this conflict-of-interest policy may result in disciplinary action, which may include termination of employment, removal from the board, or other appropriate measures.

By acknowledging this conflict-of-interest policy, individuals associated with the IQHA affirm their commitment to acting in the best interests of the organization and maintaining the highest standards of ethical conduct.

Date: [01/03/2023]

Signature: