

COLORADO CANYONS ASSOCIATION
CONFLICT OF INTEREST POLICY – FEDERAL GRANTS

Colorado Canyons Association (CCA) receives significant funding through grants from federal agencies. The purpose of this policy is to comply with conflict of interest rules applicable to federal grant recipients. CCA is also referred to in this policy as the Recipient.

CCA board members and employees will avoid actual and potential conflicts of interest with respect to federal grants as defined by applicable federal law. CCA will review the requirements of this policy with all of its employees and board members upon becoming an employee or a board member and at least annually thereafter. Every employee and board member must notify the executive director or the president of any perceived actual or potential conflict of interest of which the employee or board member becomes aware. The executive director or president will notify the Grants Officer of an actual or potential conflict of interest. CCA will mitigate any actual or potential conflict of interest as approved by the Grants Officer.

The following standards and definitions apply to actual and potential conflicts of interest involving CCA and federal grants.

The Recipient must establish safeguards to prohibit its employees and Subrecipients from using their positions for purposes that constitute or present the appearance of a personal or organizational conflict of interest. The Recipient is responsible for notifying the Grants Officer in writing of any actual or potential conflicts of interest that may arise during the life of a grant award. Conflicts of interest include any relationship or matter which might place the Recipient or its employees in a position of conflict, real or apparent, between their responsibilities under the agreement and any other outside interests. Conflicts of interest may also include, but are not limited to, direct or indirect financial interests, close personal relationships, positions of trust in outside organizations, consideration of future Employment arrangements with a different organization, or decision-making affecting the award that would cause a reasonable person with knowledge of the relevant facts to question the impartiality of the Recipient and/or Recipient's employees and Subrecipients in the matter.

The Grants Officer and the servicing Ethics Counselor will determine if a conflict of interest exists. If a conflict of interest exists, the Grants Officer will determine whether a mitigation plan is feasible. Mitigation plans must be approved by the Grants Officer in writing. Failure to resolve conflicts of interest in a manner that satisfies the government may be cause for termination of the award. Failure to make required disclosures may result in any of the remedies described in 2 CFR § 200.338, Remedies for Noncompliance, including suspension or debarment (see also 2 CFR Part 180).

Definitions:

This section incorporates by reference 2 CFR Part 200, Subpart A, Acronyms and Definitions including, but not limited to the following additional terms:

A. Conflict of Interest is defined as any relationship or matter which might place the Recipient, its employees, and/or its Subrecipients in a position of conflict, real or apparent, between their responsibilities under the agreement and any other outside interests. Conflicts of interest may also include, but are not limited to, direct or indirect financial interests, close personal

relationships, positions of trust in outside organizations, consideration of future Employment arrangements with a different organization, or decision-making affecting the award that would cause a reasonable person with knowledge of the relevant facts to question the impartiality of the Recipient and/or Recipient's employees and Subrecipients in the matter.

B. Close Personal Relationship means a Federal award program employee's childhood or other friend, sibling, or other family relations that may compromise or impair the fairness and impartiality of the Proposal Evaluator and Advisor and Grants Officer in the review, selection, award, and management of a financial assistance award.

C. Discretionary Federal Financial Assistance means Federal awards including grants and agreements that are awarded at the discretion of the agency.

D. Employment means:

1. In any capacity, even if otherwise permissible, by any applicant or potential applicant for a Federal financial assistance award;
2. Employment within the last 12 months with a different organization applying for some portion of the award's approved project activities and funding to complete them OR expected to apply for and to receive some portion of the award; and/or
3. Employment with a different organization of any member of the organization employee's household or a relative with whom the organization's employee has a close personal relationship who is applying for some portion of the award's approved project activities and funding to complete them OR expected to apply for and to receive some portion of the award.

E. Non-Federal entity means a State, local government, Indian tribe, institution of higher education, or nonprofit organization that carries out a Federal award as a Recipient or Subrecipient.

F. Recipient means a non-Federal entity that receives a Federal award directly from a Federal awarding agency to carry out an activity under a Federal program. The term Recipient does not include Subrecipients. For the purposes of this policy, CCA is the Recipient.

G. Subrecipient means a non-Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program, but does not include an individual who is a beneficiary of such program. A Subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency.

ADOPTED on the date set forth below by the Board of Directors of Colorado Canyons Association.

By: /Karen Webster/ _____
Secretary

Date: February _14_, 2020