

## Conflicts of Interest Policy

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Policy Number:

Date Approved: December 17, 2021

Date Revised:

It is in the best interest of **Board of Psychedelic Medicines and Therapies (“BPMT”)** to be aware of and properly manage all conflicts of interest and appearances of a conflict of interest.

This Conflict-of-Interest policy is designed to help directors, officers, employees, and volunteers of BPMT to identify situations that present potential conflicts of interest and provide a procedure to appropriately manage conflicts in accordance with legal requirements and the goals of accountability and transparency in BPMT’s operations.

1. **Conflict of Interest Defined.** In this policy, a person with a conflict of interest is referred to as an “interested person.” For purposes of this policy, the following circumstances shall be deemed to create a Conflict of Interest:
  - a. A director, officer, employee, or volunteer, including a director (or family member of any of the foregoing) is a party to a contract, or involved in a transaction with BPMT for goods or services.
  - b. A director, officer, employee, or volunteer, (or a family member of any of the foregoing) has a material financial interest in a transaction between BPMT and an entity in which the director, officer, employee or volunteer, or a family member of the foregoing, is a director, officer, agent, partner, associate, employee, trustee, personal representative, receiver, guardian, custodian, or other legal representative.
  - c. A director, officer, employee, or volunteer, (or a family member of the foregoing) is engaged in some capacity or has a material financial interest in a business or enterprise that competes with BPMT.

Other situations may create the *appearance of a conflict* or present a *duality of interests* in connection with a person who has influence over the activities or finances of the nonprofit. All such circumstances should be disclosed to the Board or staff, as appropriate, and a decision made as to what course of action the organization or individuals should take so that the best interests of the nonprofit are not compromised by the personal interests of stakeholders in the nonprofit.

### Gifts, Gratuities & Entertainment.

- a. Accepting gifts, entertainment or other favors from individuals or entities can also result in a conflict or duality of interest when the party providing the gift/entertainment/favor does so under circumstances where it might be inferred that such action was intended to influence or possibly would influence the interested person in the performance of his or her duties.
- b. This policy does not preclude the acceptance of items of nominal or insignificant value or entertainment of nominal or insignificant value which are not related to any particular transaction or activity of BPMT.

### Conflicts Related to Certification Examination Development.

- a. Board directors, officers, employees, or volunteers, including any individuals involved in confidential examination activities, cannot develop, deliver, or commercially/financially benefit

from of any educational program designed or intended to prepare individuals to take any certification examination offered by BPMT. This prohibition is in effect during the individual's term of service and for two years following the end of service.

- b. Board directors, officers, employees, or volunteers, including any individuals involved in confidential examination activities, cannot take an exam offered by BPMT during, or for two years following, their term of service.

## 2. Definitions.

- a. A "**Conflict of Interest**" is any circumstance described in Part 1 of this Policy.
- b. An "**Interested Person**" is any person serving as an officer, employee, or member of the Board of Directors of EMPCB or a major donor to BPMT or anyone else who is in a position of control over BPMT who has a personal interest that is in conflict with the interests of BPMT.
- c. A "**Family Member**" is a spouse, parent, child or spouse of a child, brother, sister, or spouse of a brother or sister, of an interested person.
- d. A "**Material Financial Interest**" in an entity is a financial interest of any kind, which, in view of all the circumstances, is substantial enough that it would, or reasonably could, affect an Interested Person's or Family Member's judgment with respect to transactions to which the entity is a party.
- e. A "**Contract or Transaction**" is any agreement or relationship involving the sale or purchase of goods or services, the providing or receipt of a loan or grant, the establishment of any other type of financial relationship, or the exercise of control over another organization. The making of a gift to BPMT is not a Contract or Transaction.

## 3. Procedures.

- a. Prior to Board or committee action on a Contract or Transaction involving a Conflict of Interest, a director or committee member having a Conflict of Interest and who is in attendance at the meeting shall disclose all facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting. If directors are aware that staff or other volunteers have a conflict of interest, relevant facts should be disclosed by the director or by the interested person him/herself if invited to the Board meeting as a guest for purposes of disclosure.
- b. A director or committee member who plans not to attend a meeting at which he or she has reason to believe that the Board or committee will act on a matter in which the person has a Conflict of Interest shall disclose to the Chair of the meeting all facts material to the Conflict of Interest. The Chair shall report the disclosure at the meeting and the disclosure shall be reflected in the minutes of the meeting.
- c. A person who has a Conflict of Interest shall not participate in or be permitted to hear the Board's or committee's discussion of the matter except to disclose material facts and to respond to questions. Such person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.

- d. A person who has a Conflict of Interest with respect to a Contract or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote.
- e. The person having a conflict of interest may not vote on the Contract or Transaction and shall not be present in the meeting room when the vote is taken unless the vote is by secret ballot. Such person's ineligibility to vote shall be reflected in the minutes of the meeting. For purposes of this paragraph, a member of the Board of Directors of BPMT has a Conflict of Interest when he or she stands for election as an officer or for re-election as a member of the Board of Directors.
- f. Interested Persons who are not Board of Directors of BPMT, or who have a Conflict of Interest with respect to a Contract or Transaction that is not the subject of Board or committee action, shall disclose to their supervisor, or the Chair, or the Chair's designee, any Conflict of Interest that such Interested Person has with respect to a Contract or Transaction. Such disclosure shall be made as soon as the Conflict of Interest is known to the Interested Person. The Interested Person shall refrain from any action that may affect BPMT's participation in such Contract or Transaction.

In the event it is not entirely clear that a Conflict of Interest exists, the individual with the potential conflict shall disclose the circumstances to his or her supervisor or the Chair or the Chair's designee, who shall determine whether full Board discussion is warranted or whether there exists a Conflict of Interest that is subject to this policy.

- 4. **Confidentiality.** Each director, officer, employee and volunteer shall exercise care not to disclose confidential information acquired in connection with disclosures of conflicts of interest or potential conflicts, which might be adverse to the interests of BPMT. Furthermore, directors, officers, employees, and volunteers shall not disclose or use information relating to the business of BPMT for their personal profit or advantage or the personal profit or advantage of their Family Member(s).
- 5. **Review of Policy.**
  - a. Each director, officer, employee, and volunteer, including all individuals who participate in examination development activities (including, but not limited to, item writing, item review, exam form assembly, exam form review, standard setting studies), shall be provided with and asked to review a copy of this Policy and to acknowledge in writing that he or she has done so.
  - b. At the beginning of a term of service or at the beginning of employment and annually thereafter each director, officer, employee, and volunteer shall complete a disclosure form identifying any relationships, positions or circumstances in which s/he is involved that he or she believes could contribute to a Conflict of Interest. Such relationships, positions or circumstances might include service as a director of or consultant to another nonprofit organization, or ownership of a business that might provide goods or services to BPMT. Any such information regarding the business interests of a director, officer, employee or volunteer, or a Family Member thereof, shall be treated as confidential and shall generally be made available only to the Chair, the Executive Director, and any committee appointed to address Conflicts of Interest, except to the extent additional disclosure is necessary in connection with the implementation of this Policy.

- c. The Executive Director is responsible for ensuring that each individual affected by the conflict-of-interest policy signs the respective agreement and that the signed agreements are maintained in accordance with the record retention schedule.

This policy shall be reviewed annually by each member of the Board of Directors. Any changes to the policy shall be communicated to all staff and volunteers.

**Board of Psychedelic Medicine and Therapies  
Acknowledgment & Annual Disclosure of  
BPMT's Conflict of Interest Policy (COI)**

**Please fill in and sign this form and return it to [boardrecruitment@pmtboard.org](mailto:boardrecruitment@pmtboard.org) with your name and COI in the subjectline. Pursuant to the COI policy, all information will be treated confidentially.**

Name: \_\_\_\_\_

Role: \_\_\_\_\_

I have been provided and have reviewed a copy of the Board's Conflict of Interest Policy.

Possible Conflicts of Interests.

Pursuant to the BPMT's COI policy, I disclose the following relationships, positions or circumstances that could lead to a conflict of interest as defined by the COI policy. I have included any service as a director of or consultant to another nonprofit organization or any ownership of a business that might provide goods or services to BPMT. If none, please indicate by entering N/A.

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Please attached additional pages, if necessary.

I understand that any such information regarding my business interests or a Family Member thereof, shall be treated as confidential and shall generally be made available only to the Chair, the Executive Director, and any committee appointed to address Conflicts of Interest, except to the extent additional disclosure is necessary in connection with the implementation of this Policy.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date