

## **CROSSROADS FUND CONFIDENTIALITY POLICY**

The Crossroads Fund works cooperatively and openly with organizations applying to the Fund for grants. Nevertheless, a policy of confidentiality on the part of Grantmaking Committee members and others who deal directly with the grant proposals themselves is necessary to protect both Crossroads and the applicant organizations.

All discussions within the context of a Grantmaking Committee meeting or among committee members must be kept confidential unless it has been agreed that information will be given to an organization or unless a committee member agrees to be quoted publicly. This policy will allow committee members to feel free to say what they feel without worrying that their comments will be repeated or quoted to others.

Similarly, any sensitive or privileged information supplied to Crossroads by organizations applying for a grant also should be considered confidential information by committee members and should not be repeated to others without the permission of the applicant organization.

## **CROSSROADS FUND CONFLICT OF INTEREST POLICY**

The Crossroads Fund works cooperatively and openly with organizations applying for grants, and as a result, this may lead to potential conflict of interest situations. In order to guard against this happening the following policy has been established:

- Each Grantmaking Committee member is requested to disclose all organizational affiliations. In addition, anyone who feels s/he cannot be objective about any organization, should inform the rest of the committee.
- A Grantmaking Committee member must refrain from participating in any way in the review of applications or in site visits to organizations they are affiliated with.
- A Grantmaking Committee member may participate in preliminary discussions on funding organizations they are affiliated with, but must abstain from final discussions and voting on these applications.

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