

NONDISCRIMINATION CERTIFICATE

At a meeting of the board of the Rachel Carson Homestead Association, held on February 4, 1992, the Board adopted a policy of nondiscrimination as follows:

1. No person is excluded from service because of race, color, religion, gender, age, or national origin.
2. There is no segregation of person served on the basis of race, color, religion or national origin.
3. There is no discrimination on the basis of race, color religion, gender, age, or national origin with regard to hiring, assignment, promotion, or other condition of staff employment.
4. There is no discrimination on the basis of race, color, religion, gender, age, or national origin in membership on the Association's governing body.

I certify that the practices of this organization conform to the policy of nondiscrimination stated above.

Date: \_\_\_\_\_  
signature of president

**Rachel Carson Homestead Association  
Conflict of Interest Policy**

The standard of behavior at the Rachel Carson Homestead Association (RCHA) is that all staff, volunteers, and board members scrupulously avoid conflicts of interest between the interests of the RCHA on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of interest.

I understand that the purposes of this policy are to protect the integrity of the RCHA's decision-making process, to enable our constituencies to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff and board members. Upon or before election, hiring or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate.

In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliations), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_