

	<h2 style="margin: 0;">Conflict of Interest Statement</h2>		
<p style="text-align: center;"><b>Approved By</b> CAHURAST Board</p>	<p style="text-align: center;"><b>Document No.</b> CA/PO/08</p>	<p style="text-align: center;"><b>Effective From</b> December 2020</p>	<p style="text-align: center;"><b>Publication Status</b> Public <a href="http://www.cahurast.org">www.cahurast.org</a></p>

Conflict of interest statement states that none of the staff members shall use their position or confidential information obtained in the course of employment to their personal advantage or for any other purpose not specifically approved by CAHURAST or be influenced in the discharge of their duties by any personal, financial or other interest, involvement or relationship they may have.

All CAHURAST employees, board and executive members, interns have responsibility to be good stewards of the resources which are entrusted to CAHURAST and to conduct every activities under CAHURAST in an ethical manner to avoid the conflicts between organizational interest and personal interests.

#### **Disclosing Conflict of Interests**

- Employment for family members may constitute a conflict of interest. During the appointment to an organization of any family members or close relatives, an employee should disclose all such relationships to the Board. However, employees who marry while employed or become part of the same household will be treated in accordance with the decision of the board.
- Employees may not engage in any outside consultation or employment during the agreement hour that conflicts the interest of CAHURAST. Employees are required to fulfill the responsibilities of their position, and any external employment activity that results in neglect of the employees job responsibilities is inappropriate. Employees should obtain written approval from the Board to engage in any outside consulting activities or employment.

#### **Punishment:**

In case of violating the statement and not disclosing the conflict of interest he/she will be punished according to the existing laws of nation and by laws of CAHURAST, Nepal.