



Conflict of Interest

Our Conflict of Interest Policy exists to protect the Great Hearts Academies network of schools (GHA), and to assist the Board Members, Great Hearts Lead Office, Faculty, and Staff in making ethical decisions that benefit the academies as a whole.

A conflict of interest arises when someone associated with our institution does not place the institution's interest above their own interests or those of a third party. Everyone associated with GHA should place the well-being, reputation, and health of our academies and community above other interests.

Each employee shall avoid any activity, business interest or relationship that would create, or might appear to create, a conflict of interest with the Great Hearts Academies.

The GHA Conflict of Interest policy applies to everyone associated with our academies, including:

- Board Members, including Committee and Sub-Committee Members
- Administration
- Faculty
- Staff Members (including contractors)

As a person associated with GHA, you are required to disclose, on an annual basis or as a situation arises, other obligations that might prevent you from acting in the best interest of GHA. Reports of potential Conflicts of Interest should be reported to the Headmaster, or to the Great Hearts Director of Faculty/Staff Services and Training, or to the Great Hearts CEO, as appropriate to the situation. The appropriate parties will investigate the circumstances, and make a determination. Depending upon the determination, you may be asked to remove yourself from participation in discussions, decisions, actions, votes, or other activities related to the conflict or potential conflict.

Examples of potential conflicts:

- A relative's company or other business that benefits you personally, bids on a contract from GHA or otherwise gains financially from GHA.
- An opportunity exists to further the interests of or give preference to another institution over our institution.
- A familial or personal relationship exists with someone else in the GHA community.
- An action in which you stand to personally gain, directly or indirectly from the results.

These are just a few examples – please seek guidance from the Headmaster or Great Hearts Lead Office Staff should you need clarification or are unsure if conflict exists. Board members of the academies are subject to additional specific State statutes regarding conflict of interest. Please refer to A.R.S. Sections 38-501 through 38-511 for more information.

Post-Employment Contact with GHA students, parents, and staff:

Parents, students, and GHA staff are advised that once a GHA employee has separated from employment, the separated employee no longer represents GHA in any personal, political, or professional activities or relationships. GHA responsibility for monitoring background checks and fingerprint clearances terminates with the employee's separation from GHA.