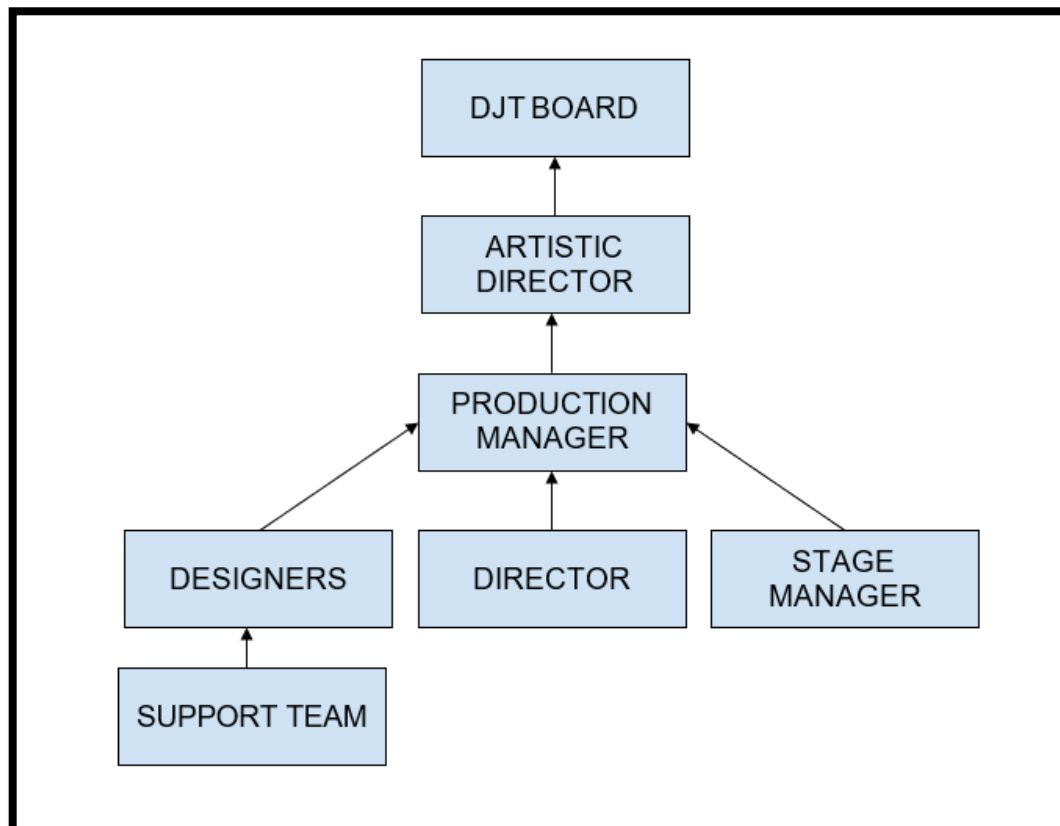


JTI Conflict of Interest Policy

Junior Theatre, Inc. (JTI) establishes this policy to avoid conflicts of interest and potential conflicts of interest. A conflict of interest exists when an individual obtains an improper gain or advantage, or the appearance of a potential gain or advantage, because of their activities on behalf of JTI, or when their actions advance their interests or those of another individual or organization rather than the sole interests of JTI. Conflicts of interest do not necessarily involve intentional wrongdoing, but can result from a combination of circumstances or appearances.

- A. Nepotism: JTI will not hire any Artistic Director, Production Manager, Director, designer, support team person, or any other paid position or contractor if taking such action results in two or more members of a family falling in the direct line of supervision and reporting. As defined for this policy, “relative” means spouse, parent, grandparent, child, grandchild, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and anyone else living in the employee’s household, whether or not there is a familial relationship.
1. Volunteers and Disclosing Nepotism: Family members of paid or contracted staff may volunteer in support roles such as painting sets, strike, or other tasks not directly related to supervising or assisting children in a production, but must disclose their familial relationship and request prior authorization from the Artistic Director.



- B. Board Members as Contractors: No one may serve in a paid role with JTI while serving on the Board of Directors. A member of the Board of Directors must resign from the Board of Directors before accepting any paid position.
- C. Decision-Making Conflicts of Interest: Board members and paid personnel will not take part in any decision-making situation when a potential conflict of interest or nepotistic concern exists, including in the selection of personnel for paid positions, casting decisions, and other decisions to lead to a real, apparent, or potentially perceived conflict of interest.
- D. Disclosure: Members of the Board of Directors and all people paid by JTI must report and disclose potential conflicts of interests and nepotism.
- E. Board Authority: Should any dispute arise regarding whether a situation involves a conflict of interest or nepotism, the Board of Directors shall have final authority.