

Policy Regarding Conflicts of Interest and Ethical Conduct
For the Town of Strafford
March 2026

Article 1. Authority. Under the authority granted in 24 V.S.A. § 2291(20), the Town of Strafford, through its Select Board, hereby adopts the following policy concerning conflicts of interest and ethical conduct.

Article 2. Purpose. The purpose of this policy is to ensure that the business of this municipality will be conducted in such a way that no public officer, agent, or employee of the municipality will gain a personal or financial advantage from his or her work for the municipality, so that the public trust in its officers will be preserved and to ensure that all members of the municipality are treated equitably. It is also the intent of this policy to ensure that all decisions made by public officers, agent, or employees are based on the best interests of the municipality.

Article 3. Application. This policy applies to all employees, and individuals elected or statutorily appointed to perform executive, administrative, legislative, or quasi-judicial functions of the Town of Strafford.

Article 4. Definitions. For the purposes of this policy, the following definitions shall apply:

A. Conflict of interest means any of the following:

1. A real or seeming incompatibility between a public officer, agent, or employee's private interests and their public or fiduciary interests to the municipality they serve. A conflict of interest arises when there is a direct or indirect personal or financial interest of a public officer, agent, or employee or a person or group closely tied with the officer including their spouse, household member, child, stepchild, parent, grandparent, grandchild, sibling, sibling of their parent, sibling-in-law, business associate, or employer or employee in the outcome of an official act or action, or any other matter pending before the officer or before the public body in which the public officer, agent, or employee holds office. A conflict of interest may take any of the four following forms:
 - a. A direct financial conflict of interest arises when a public officer, agent, or employee acts on a matter that has a direct financial impact on that officer.
 - b. An indirect financial conflict of interest arises when a public officer, agent, or employee acts on a matter that has a financial impact on a person or group closely tied to the officer.
 - c. A direct personal conflict of interest arises when a public officer, agent, or employee acts on a matter that has a direct impact on the officer in a non-financial way but is of significant importance to the officer.
 - d. An indirect personal conflict of interest arises when a public officer, agent, or employee acts on a matter in which the officer's judgment may be affected because of a familial or personal relationship or membership in some organization and a desire to help that person or organization further its own interests.
2. A situation where a public officer, agent, or employee has publicly displayed a prejudgment of the merits of a particular quasi-judicial proceeding. This shall not apply to a member's particular political views or general opinion on a given issue.
3. A situation where a public officer, agent, or employee has not disclosed ex parte communication related to a quasi-judicial proceeding that is before the body to which that officer belongs.

A "conflict of interest" does not arise in the case of an official act or action in which the public officer, agent, or employee has a personal or financial interest in the outcome, such as in the establishment of a tax rate, that is no greater than that of other persons generally affected by the decision.

- B. **Discrimination** means conduct directed at an individual based on their race, creed, color, place of birth, ancestry, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, marital status, service in the armed forces of the United States, positive HIV-related blood test results, genetic information, or against qualified individuals with disabilities on the basis of disability and/or any other status or characteristic as defined and to the extent protected by applicable law which impacts that individual's access to or participation in the Town of Strafford's programs or services.
- C. **Emergency** means an imminent threat or peril to the public health, safety, or welfare.
- D. **Ex Parte Communication** means direct or indirect communication between a member of a public body and any party, party's representative, party's counsel or any person interested in the outcome of a quasi-judicial proceeding, that occurs outside the proceeding and concerns the substance or merits of the proceeding.
- E. **Harassment** is discriminatory behavior which is defined as verbal, written, visual, or physical conduct based on or motivated by an individual's actual or perceived sex, sexual orientation, gender identity or expression, race, creed, color, place of birth, ancestry, ethnicity, religion, national origin, age, disability, marital status, or other characteristics as defined and protected by law in the location where a particular program is operating, that has the purpose or effect, from the point of view of a reasonable person, of objectively and substantially
 - a. Undermining and detracting from or interfering with an individual's access to or participation in the Town of Strafford's services; or
 - b. Creating an intimidating, hostile, or offensive environment.

Harassment may include repeated slurs, or taunts in the guise of jokes, or disparaging references to others, use of epithets, stereotypes, comments, gestures, threats, graffiti, display or circulation of written or visual materials, taunts on manner of speech, and negative reference to customs when such conduct is based on or motivated by one or more of the protected characteristics identified above, or other characteristics as defined and protected by applicable law.

- F. **Official act or action** means any legislative, administrative, or quasi-judicial act performed by any public officer, agent, or employee while acting on behalf of the municipality. This term does not apply to ministerial acts or actions wherein no discretionary judgment is exercised.
- G. **Protected Class** means one of the enumerated classes protected under State and Federal Law, including but not limited to, gender (sex, sexual orientation, gender identity or expression), race, color, ethnicity, place of origin, religion, disability, age, veteran status, marital status, etc.)
- H. **Public body** means any board, council, commission, or committee of the municipality.
- I. **Public interest** means an interest of the municipality, conferred generally upon all residents of the municipality.

- J. **Agent** refers to a person authorized to act on behalf of another person.
- K. **Public officer, agent, or employee** means a person elected or statutorily appointed to perform executive, administrative, legislative, or quasi-judicial functions for the municipality. This term does not include municipal employees.
- L. **Quasi-judicial proceeding** means a case in which the legal rights of one or more persons who are granted party status are adjudicated, which is conducted in such a way that all parties have opportunities to present evidence and to cross-examine witnesses presented by other parties, and which results in a written decision, the result of which is appealable by a party to a higher authority.

Article 5. Prohibited Conduct.

- A. A public officer, agent, or employee shall not participate in any official act or action if they have a conflict of interest, whether real or perceived, in the matter under consideration.
- B. A public officer, agent, or employee shall not personally – or through any member of their household, business associate, employer or employee – represent, appear for, or negotiate in a private capacity on behalf of any person or organization that has an interest in an official act or action pending before the public body in which the public officer, agent, or employee holds office.
- C. A public officer, agent, or employee shall not accept gifts or other offerings for personal gain by virtue of their public office that are not available to the public in general.
- D. A public officer, agent, or employee will not request or accept any reward, gift, or favor for taking an official act or action or advocating for or against an official act or action.
- E. A public officer, agent, or employee shall not use resources unavailable to the general public – including but not limited to municipal staff time, equipment, supplies, or facilities – for private gain or personal purposes.
- F. A public officer, agent, or employee who is a member of a public body shall not give the impression that they have the authority to make decisions or take actions on behalf of that body.
- G. No town officer shall, while engaged in the discharge of their obligations as a town official, engage in Discrimination or Harassment of others on the basis of a Protected Class, as defined above.

Article 6. Disclosure. A public officer, agent, or employee who, while serving on a public body, may have a conflict of interest, whether real or perceived, in a matter under consideration by that public body shall, prior to taking an official act or action or participating in any official act or action on the matter, publicly disclose at a public meeting or public hearing that they have an actual or perceived conflict of interest in the matter under consideration and disclose the nature of the actual or perceived conflict of interest. Alternatively, a public officer, agent, or employee may request that another public officer, agent, or employee recuse themselves from a matter due to a conflict of interest, whether real or perceived.

Article 7. Consideration of Recusal. Once there has been a disclosure of an actual or perceived conflict of interest, other public officers, agent, or employees shall be afforded an opportunity to ask questions or make comments about the situation. If a previously unknown conflict is discovered during a meeting or hearing conducted by a public body of the municipality, the public body shall take evidence pertaining to the conflict and, if appropriate, adjourn to an executive session to address the conflict.

Article 8. Recusal.

- A. **Recusal of Appointed and Elected Officers.** After taking the actions listed in Articles 6 and 7, the public officer, agent, or employee shall recuse themselves from the matter under consideration. A public officer, agent, or employee that recuses themselves may, but not must, explain the basis for that decision.
- B. **Recusal of Appointed Officers.** The failure of an appointed public officer, agent, or employee to recuse themselves in spite of a conflict of interest, whether real or perceived, may be grounds for discipline or removal from office.

Article 9. Recording. The minutes of the meeting or the written decision/minutes from the meeting/hearing shall document the actions taken in Articles 6 through 8.

Article 10. Post-Recusal Procedure.

- A. A public officer, agent, or employee who has recused themselves from participating in an official act or action by a public body shall not sit with the public body, deliberate with the public body, or participate in the discussions about that official act or action in any manner in their capacity as a public officer, agent, or employee, though such member may still participate as a member of the public or private party, if applicable.
- B. The public body may adjourn the proceedings to a time, date, and place certain if, after a recusal, it may not be possible to take action through the concurrence of a majority of the total membership of the public body. The public body may then resume the proceeding with sufficient members present.

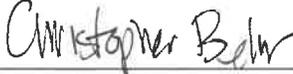
Article 11. Enforcement.

- A. **Enforcement Against Public Officer, Agent, or Employee; Consequences for Failure to Follow the Conflict of Interest Procedures or Violations of Prohibition against Discrimination.** In cases in which an elected public officer, agent, or employee has engaged in any of the prohibited conduct listed in Article 5, or has not followed the conflict of interest procedures in Articles 6 through 10, the Town of Strafford Select Board may, in its discretion, take any of the following disciplinary actions against such public officer, agent, or employee as it deems appropriate:
 - 1. The chair of the Select Board may meet informally with the public officer, agent, or employee to discuss the possible conflict of interest violation. This shall not take place in situations where the chair and the public officer, agent, or employee together constitute a quorum of a public body.
 - 2. The Select Board may meet to discuss the conduct of the public officer, agent, or employee. Executive session may be used for such discussion in accordance with 1 V.S.A. § 313(a)(4). The public officer, agent, or employee may request that this meeting occur in public. If appropriate, the Select Board may admonish the offending public officer, agent, or employee in private.
 - 3. The Select Board may admonish the offending public officer, agent, or employee at an open meeting and reflect this action in the minutes of the meeting. The public officer, agent, or employee shall be given the opportunity to respond to the admonishment.
 - 4. Upon majority vote in an open meeting, the Select Board may request (but not order) that the offending public officer, agent, or employee resign from his or her office.

B. Enforcement Against Appointed Officers. The Town of Strafford Select Board may choose to follow any of the steps articulated in Article 11A. In addition to or in lieu of any of those steps, the Select Board may choose to remove an appointed officer from office, subject to state law.

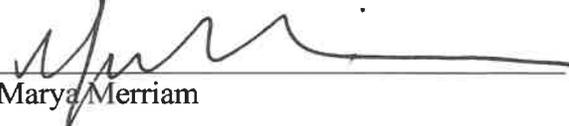
Article 12. Exception. The recusal provisions of Article 8 shall not apply if the Town of Strafford Select Board determines that an emergency exists or that actions of a quasi-judicial public body otherwise could not take place, except for the selection, award, or administration of a contract supported by a federal award. In the event of emergency not involving the award, or administration of a contract supported by a federal award, a public officer, agent, or employee who has reason to believe they have a conflict of interest shall only be required to disclose such conflict as provided in Article 6.

Article 13. Effective Date. This policy shall become effective immediately upon its adoption by the Town of Strafford.

Signatures: 
Chris Behr

Mary Linchan

Jason Schumacher


Matt Christie

Marya Merriam

Date: March 12, 2026