

**REPUBLIC OF PALAU  
WORKFORCE INVESTMENT POLICY NO. 007-022-2000**

EFFECTIVE DATE: July 01, 2000

TO: State Workforce Investment Board Members  
Executive Committee

FROM: Josephine Ulengchong  
WIA Office Executive Director

SUBJECT: **CONFLICT OF INTEREST**

**REFERENCES (S)**

Workforce Investment Act (WIA) of 1998, Sections 111 (f), 112 (b)(13), 117(g)

**PURPOSE**

The purpose of this policy is to provide the State Workforce Investment Board, the Executive Committee/Local Workforce Investment Board and WIA Office the provisions on conflict of interest.

In compliance with WIA Sections 111, 112, and 117, all members of the State and Local Workforce Investment Boards, Youth Council, and their staff shall serve public interest and have a clear obligation to conduct all affairs in a manner consistent with the concept of public trusts. All decisions of Boards and Youth Council shall be based on promoting public interest of the public good.

A member of a local board or youth council must neither cast on, nor participate in any decision-making capacity on the provision of services by such member or by an organization that such member directly represents; nor on any matter that would provide any direct benefit to such member or the immediate family of such member. Immediate family means a spouse residing in the individual's household and any dependent child or children and dependent parent or parents.

A board or council member who participates in decisions relating to specific terms of a contract, the determination of performance standards in a contract, or the development of Request for Proposals or other processes leading to a contract, is prohibited from receiving any direct financial benefit from any resulting contract.

Any board or council member with a potential conflict of interest must disclose that fact to the Local Workforce Investment Board as soon as the potential conflict is discovered. If the potential conflict of interest is discovered during a board or council meeting, the member must declare such potential conflict and excuse themselves from the remainder of the discussion and vote on that item. A board or council member shall not engage in any business transaction or private for profit arrangement, which accrues from that member's position on the board.

In violations of the conflict of interest provisions, the President of Palau can remove a member of the board or council with or without a recommendation from the board or council.