



Conflict of Interest Policy

University of Justice and Wisdom (Nonprofit – Ohio)

1. Purpose

The purpose of this Conflict of Interest Policy is to ensure that all decisions made by the University of Justice and Wisdom are based solely on the best interests of the institution, free from any undue influence arising from personal or financial interests.

2. Covered Persons

This policy applies to:

- * Members of the Board of Directors
- * Officers
- * Key employees
- * Contractors or advisors involved in decision-making

3. Definition of Conflict of Interest

A conflict of interest exists when a person's personal, financial, or professional interests could interfere with their duty to act in the best interest of the University.

Examples include:

- * Receiving financial benefit personally or through a family member
- * Holding ownership or compensation from an entity doing business with the University
- * Participating in decisions that may result in personal gain

4. Duty to Disclose

Any covered person must promptly disclose any actual or potential conflict of interest to the Board of Directors.



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5. Procedures for Addressing Conflicts

1. The individual must disclose the conflict and may provide relevant information.
2. The individual must recuse themselves from discussion and voting on the matter.
3. The remaining disinterested Board members will determine whether a conflict exists and decide on appropriate action.
4. All disclosures and decisions must be documented in the meeting minutes.

6. Prohibited Actions

No covered person may:

- * Use their position for personal gain
- * Influence decisions that result in financial benefit to themselves or family
- * Accept gifts or favors that could influence decision-making

7. Annual Statement

Each director and officer shall annually sign a statement affirming that they:

- * Have received and read this policy
- * Understand their obligations
- * Agree to comply with the policy

8. Recordkeeping

All disclosures, recusals, and Board decisions shall be recorded in the official minutes.

9. Compliance

Violations of this policy may result in disciplinary action, including removal from the Board or termination of responsibilities.

Dr. Mahmoud Alkhuzae
Founder and Executive Director

Date: January 11, 2026

Signature:



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