



**EURASIA
PARTNERSHIP
FOUNDATION**

Staff Ethical and Fiduciary Obligations

Goals of the day

- Who to contact regarding allegations of fraud or conflict of interest.
- Understand Conflict of Interest
- Perceptions

Fraud Policy

Applies to any fraud, or suspected fraud, involving **employees** as well as **board members, advisory councils, grantees, consultants, vendors, or contractors.**

Fraud Policy

- Question: Who should staff contact regarding allegations of Fraud or Conflict of Interest?

Fraud Investigation

- Change! All staff should contact the Internal Auditor at: **ethics@epfound.org**

Conflict of Interest

- How often should employees complete the 'Conflict of Interest' form?

Conflict of Interest

- At least annually
- To be updated as necessary
- NOTE: Board has asked EPF to perform random checks of 'Conflict of Interest forms'

Perceptions



When is EPF vulnerable to allegations of fraud?

- Incomplete or no procurement bids (accusations of favoritism/kickbacks)
- Under advertised RFP/Grant Competitions (accusations of favoritism/kickbacks)
- Not following proposal receipt/review award policies.