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1. Introduction & Scope

Legal Aid and Consultancy Centre (LACC) is a non-governmental, non-profit making, social organization founded in 1987 as a pioneer in the field of providing free legal aid and combating gender based violence for promoting women's access to justice. Prof. Dr Shanta Thapalia together with like-minded colleagues in the country endeavored to establish this organization with the goal of promoting and protecting the rights and interests of women and children in Nepal. LACC is dedicated to protect and promote the dignity, well-being and rights of women and children in Nepal. It is committed to uplifting the social, political, legal, economic and cultural status of women and children, defending their interests and eliminating all forms of discrimination and violence against them.

The COI policy will be an integral element that will led LACC to ensure good governance in all components of the projects/programmes and organization. It will comprise introduction and scope, objectives, working strategy and monitoring measures for ensuring COI into the project/programmes and organization.

Hence, under the constitution of the Legal Aid and Consultancy Centre, the Executive Board has framed this conflict of interest policy.

2. The Need of COI Policy

Good Governance is an important element to enhance the overall success of all the programs conducted so far, including effective and accountable governance, rule of law and access to justice. The purpose of the COI policy is to prevent the professional and personal interest of the executive board member, director, deputy directors, finance officers, legal officers as well as other staffs. In addition, recognizing the fundamental importance of good governance for ensuring more just and dynamic condition, LACC pursue programs that enhance good governance within the organization as well as programme. To enhance good governance component, LACC has been promoting a COI in its organizational as well as programmatic component.

3. Objectives of GESI Policy

The one and only objective to adopt this COI Policy is –

'To institutionalize and internalized good governance in entire initiatives of LACC through systematic and clear COI policy.'
4. Implementation of COI Policy

LACC will give continuous emphasis to develop strong organizational support essential to the success of the COI strategy. In particular, the following people are considered as parties who could influence or be influential in their work with the organization's executive board member, director, deputy directors, finance officers, legal officers as well as other staffs and hence shall not be employed/contracted by the organization with respect of the organization / program.

1. Members of Executive board who are responsible for taking decisions in the organization. Provided that the provision of constitution of LACC will prevail in terms of the position of Executive Chairperson.
2. Third parties who are or were married to or live or lived in a partnership or co habitat with employees of organization.
3. Third party who are related to the employee of organization by birth, marriage in direct line.
4. Third parties who have another types of relation to the the employee of organization and executives that could cause partiality for other reason, notably due to friendship commercial ties or enmity.
5. The executives and employee shall not accept any offer gift, payment, loan, grant, remuneration, invitation, or benefits in cash or kind made from the other person for providing goods or services to the LACC.
6. During the period his/ her job, if any employee fails to demonstrate above mentioned action that will considered as a major misconduct and leads to termination of job according to HR Policy, in case of board members the membership of LACC may be terminated.
7. Any person accused of the conflict of interest misconduct shall be given an opportunity to clarify their issues in writing.
8. An unsatisfactory clarification may lead to termination of their employment or membership of LACC.

Updated and Endorsed by the Executive Board on: