

BRIDGES OF COLORADO COMMISSION

POLICY ON CONFLICTS OF INTEREST

ARTICLE I: AUTHORITY

The Bridges of Colorado Commission (“Commission”) oversees Bridges of Colorado, pursuant to § 13-95-104(5)(b), C.R.S. The purpose of this policy is to ensure that the Commission and all its constituent members remain free of actual conflicts of interest, as well as appearances of partiality or impropriety. This high standard is imposed to ensure that the public maintains utmost confidence in the Commission’s decisions, determinations, and recommendations.

ARTICLE II: DEFINITIONS AND GUIDELINES

I. Definitions

- a. For purposes of this policy, “family” means:
 - i. a Commissioner’s spouse or significant other;
 - ii. a Commissioner’s dependents; or
 - iii. any other individual sharing a household and expenses with a Commissioner.
- b. For purposes of this policy, “financial interest” means an interest held by a Commissioner which is:
 - i. an ownership interest in a business;
 - ii. a creditor interest in an insolvent business;
 - iii. an employment or prospective employment with the Office for which an application has been submitted and is pending;
 - iv. an ownership interest in real or personal property;
 - v. a loan or other debtor interest;
 - vi. a directorship or officership in a business; or
 - vii. a personal and material economic interest in a transaction.
- c. For purposes of this policy, “personal interest” means any relationship or activity that impairs, or potentially impairs, the ability of a Commissioner to make impartial decisions in carrying out Commission business.
- d. For purposes of this policy, “outside professional interest” means any relationship or activity that impairs or potentially impairs, the ability of the Commissioner to make impartial decisions in carrying out Commission business due to their outside professional relationships,

such as employment, contractual relationships, volunteer work, or membership on other boards or commissions.

- e. For purposes of this policy, lived experience relevant to Bridges' programs and services, including previous participant status with Bridges, engagement in the criminal justice system as a defendant or victim, or engagement in the behavioral health system as a client shall not be construed as a conflict of interest.

II. Avoiding Conflicts of Interest

- a. Each Commissioner shall exercise care that the Commissioner's independent judgment in the discharge of Commission responsibilities is not impaired as a result of conflicts among the interests of the Commission, Bridges of Colorado, and/or the Commissioner's own financial, personal, or outside professional interests, or financial, outside professional, or personal interests of the Commissioner's family.
- b. Commissioners shall not use confidential information acquired during the performance of Commission responsibilities to further their own financial, outside professional, or personal interests, or any financial, outside professional, or personal interests of their family.
- c. Commissioners shall not use their membership on the Commission to speak publicly on behalf of the Commission in favor of a political candidate or party, or to make donations or solicit funds for a political candidate or party. Commissioners shall only use their membership on the Commission to solicit funds on behalf of the Commission or to speak publicly on behalf of the Commission on a political issue if it is directly relevant to the work of Bridges and if it is reflective of a position the Commission has previously agreed to take on the issue.

III. Handling Conflicts of Interest

- a. Commission members will execute a written verification on an annual basis that they have no real or perceived conflicts of interest or disclose any conflicts of interest that they may have.
- b. Additionally, if at any time a Commissioner believes that they have a conflict of interest, the Commissioner shall disclose the conflict to the Commission and shall refrain from participating in the matter to which the conflict relates. The minutes of the meeting where the disclosure is made shall reflect the disclosure and the fact that the Commissioner has abstained from participation in the matter.

- c. All actual or perceived conflicts of interest related to outside professional interests shall be disclosed at the beginning of each Commission meeting.
- d. If Bridges of Colorado receives a complaint that comes before the Commission, and that presents an actual conflict or appearance of conflict with a Commissioner, that Commissioner shall refrain from participating in the resolution of the complaint to which the conflict relates, including any investigation, discussion, or voting on the matter.
- e. If a Commissioner has a conflict of interest involving employment or prospective employment with Bridges of Colorado for which an application has been submitted and is pending, the Commissioner shall resign from the Commission.

ARTICLE III: AMENDMENTS

Procedures. This policy may be amended or repealed, in whole or in part, by a majority vote at any publicly noticed meeting of the Commission and shall be effective upon adoption or amendment.

Distribution. The latest version of this policy shall be made available to the public via the Bridges of Colorado website.

History. Adopted and approved effective this 10th day of October, 2025.

BRIDGES OF COLORADO COMMISSION:


Hassan A. Latif (Jan 16, 2026 16:22:39 MST)

HASSAN LATIF
Commission Chair



JULIE REISKIN
Commission Vice-Chair