



Are Holiday Gifts Acceptable?

During the holidays, our vendors and partners like to show their appreciation for our business. It's up to our employees to know when a gift crosses the line into something inappropriate or unacceptable. According to our **Conflict of Interest** policy

Acceptable Gifts:

- Gifts that are unsolicited, business appropriate, and **nominal** (low) in value
- Gifts that can be shared with other employees, such as cakes, cookies, snacks

Unacceptable Gifts:

- Cash, gift cards, or personal gifts that cannot be shared
- Expensive gifts or gifts that may appear to create a business obligation or to influence an employee's business decisions
- Tickets to sporting or entertainment events

Choose wisely when accepting holiday gifts or invitations. If you are unsure, call the Corporate Compliance Officer (205.638.7134) or Compliance Coordinator (205.638.2370) to get guidance.

For more details on gift giving and receiving, view the **Conflict of Interest** policy in Lucidoc, or scan this QR code, or go to <https://www.childrensal.org/services/corporate-compliance-and-internal-audit/conflict-interest>

