

**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST  
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

PUBLIC EMPLOYEE INFORMATION	
Name of public employee:	ETEL HAYHIAS
Title or Position:	
Agency/Department:	CITY COUNCIL
Agency address:	950 MAIN STREET WORCESTER
Office Phone:	
Office E-mail:	Hayhia@worcesterma.gov
	<p>In my capacity as a state, county or municipal employee, I am expected to take certain actions in the performance of my official duties. Under the circumstances, a reasonable person could conclude that a person or organization could unduly enjoy my favor or improperly influence me when I perform my official duties, or that I am likely to act or fail to act as a result of kinship, rank, position or undue influence of a party or person.</p> <p>I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.</p>
APPEARANCE OF FAVORITISM OR INFLUENCE	
Describe the issue that is coming before you for action or decision.	16A, 16B, 16C relative to increasing zoning
What responsibility do you have for taking action or making a decision?	voting on the items related to increasing zoning
Explain your relationship or affiliation to the person or organization.	I work for Central Mass Housing Alliance an organization that works for homelessness prevention
How do your official actions or decision matter to the person or organization?	There is no connection or benefit

Worcester City Clerk  
 2013 APR 11 PM 5:40

<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	There is none.
<b>If you cannot confirm this statement, you should recuse yourself.</b>	<b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b> <input checked="" type="checkbox"/> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.
<b>Employee signature:</b>	[Handwritten Signature]
<b>Date:</b>	4/11/23

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 Recording Clerk

Attach additional pages if necessary.

Not elected to your public position – file with your appointing authority.

Elected state or county employees – file with the State Ethics Commission.

Members of the General Court – file with the House or Senate clerk or the State Ethics Commission.

Elected municipal employee – file with the City Clerk or Town Clerk.

Elected regional school committee member – file with the clerk or secretary of the committee.