



Conflict of Interest and Board, Staff and Committee Member Contract Fees

Members of the Board, Staff and Committees of AANM are expected to adhere to a high standard of professional integrity. Personal gain and advancement shall not conflict with duty to AANM. Members of the Board, Staff and Committees are responsible for declaring any potential or actual conflict of interest, and recusing themselves from discussion in such cases. Any conflict of interest will be noted in the official minutes.

Members of the Board, Staff and Committees of AANM cannot contribute to AANM programming and award nomination decisions that benefit or could be perceived to benefit them. Other examples of conflict of interest include acceptance of personal gifts beyond moderate courtesy, making purchases that benefit oneself and not the organization, and making public statements (written or verbal) that are in conflict with AANM's mandate and practices.

Members of the Board, Staff and Committees of AANM are disallowed from being considered for any paid contract from AANM if contracted work falls within the expected duties of their positions as AANM Board, Staff or Committee Member.

The Board, Staff and Committee Members of AANM can be hired on a contract basis for duties outside of or beyond the norm, under the conditions that:

- specific circumstances make them the best candidate for the position
- all decisions made regarding this employment are made in their absence
- the yearly value of the contract position(s) does not exceed \$5,000.00.

The Board may make an exception to these provisions in extraordinary circumstances.

All decisions regarding contract employment of AANM Board, Staff and Committee Members are made with the Board's knowledge and approval.