



Conflict of Interest Policy

PURPOSE

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.

CONFLICT DECLARATION

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. Any conflict of interest should be declared in writing to the Executive Director.

Members of the Board, Staff and Committees can participate in AANM programming. Members of the Board, Staff and Committees of AANM cannot contribute to decisions about AANM programming and award nomination that benefit or could be perceived to benefit them.

PAID CONTRACTS

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:

1. Specific circumstances make them the best candidate for the position
2. Decisions made regarding this employment are made in their absence
3. The annual value of the contract position(s) does not exceed \$5,000.00.
4. Decisions regarding contract employment of AANM Board, Staff and Committee Members are made with the Board's knowledge and approval.