

International Association for Resilience and Trauma Counseling Conflicts of Interest and Confidentiality

Conflicts of Interest

IARTC expects all Board Members to conduct themselves and Association business in a manner that reflects the highest standards of ethical conduct and in accordance with all federal, state, and local laws and regulations. This includes avoiding real and potential conflicts of interest.

Exactly what constitutes a conflict of interest or an unethical business practice is both a moral and a legal question. IARTC recognizes and respects the individual Board Member's right to engage in activities outside of employment that are private in nature and do not in any way conflict with or reflect poorly on the Association.

It is not possible to define all the circumstances and relationships that might create a conflict of interest. If a situation arises where there is a potential conflict of interest, the Board Member should discuss this with the President and Board for advice and guidance on how to proceed. A potential or actual conflict of interest occurs whenever a Board Member is in a position to influence a decision that may result in a personal gain for the Board Member or an immediate family member (i.e., a Board Member's spouse, domestic partner, children, parents, or siblings) as a result of IARTC's business dealings.

No Board Member may solicit or accept gifts of significant value (i.e., in excess of \$50), lavish entertainment, or other benefits from potential and actual vendors, suppliers, or competitors. Special care must be taken to avoid even the impression of a conflict of interest.

A Board Member may entertain potential or actual vendors/customers if such entertainment is consistent with accepted business practices, if it does not violate any law or generally accepted ethical standards, and if the public disclosure of facts will not embarrass IARTC. Any questions regarding this policy should be addressed to the IARTC President and Board.

A violation of this policy will result in immediate and appropriate discipline, up to and including immediate termination of membership.

Confidential Information

The protection of confidential business information is vital to the interests and success of IARTC. Confidential information is any and all information disclosed to or known by you because of your relationship with the Association that is not generally known to people outside the Association about its business.

A Board Member who improperly uses or discloses confidential business information will be subject to disciplinary action, up to and including termination of membership and legal action, even if he or she does not actually benefit from the disclosed information