



NEAMA Conflict of Interest Policy

NEAMA Statement on Conflicts of Interest

Nonprofit Education and Advocacy for the Movement Arts (“NEAMA”) recognizes that directors, officers, and committee members have diverse professional and financial interests, many of which are valued and have a positive influence on NEAMA’s work. Outside interests also have the potential to come into direct conflict with our mission. Because of the risk these interests pose, NEAMA’s Board of Directors has adopted the following conflict of interest policy. All directors, officers, and committee members, (hereinafter collectively referred to as “Members”) must disclose all relationships which may influence the way Members make decisions or carry out their responsibilities. It is essential that all Members adhere to this policy in order to protect the reputation and integrity of NEAMA.

Failure to adhere to this policy could result in either the creation or appearance of a conflict of interest or duality of interest. One area of particular concern for our Members is the appearance of personal financial gain. Especially if the member in question has a significant relationship with not-for-profit or for-profit organizations (hereinafter collectively referred to as “Organizations”) whose products, services, or businesses are related to the goals of the Organization.

Definitions

A **conflict of interest** is a set of conditions in which an individual's professional judgment regarding a primary interest tends to be unduly influenced by a secondary interest. The classical interpretation of conflicts of interest usually focuses on financial gain, not because it is more pernicious than other secondary interests but because it is easier to identify.

The pervasiveness of conflicts of interest can be attributed in part to common discourses surrounding them. Conflicts of interest tend to be viewed as a product of corruption, when a conflict is far more likely to occur as a result from unconscious or unintentional conduct. Identifying a potential conflict before it arises is crucial to supporting NEAMA's mission.

Relationships with outside organizations are always complicated, and the results of such relationships can range from creating misaligned interests to fully aligned interests. The type of relationship that creates a conflict of interest must be assessed on a case-by-case basis by NEAMA.

The existence of a relationship with an outside organization does not necessarily prevent a member from continuing their role within NEAMA, but rather that participation in some matters may be modified or avoided or, in appropriate circumstances, discontinued. The board of directors shall have the authority, as it deems appropriate, to make the final decision as to your continuing role and participation in the Organization."

Obligation to Disclose

Members are required to file an annual Disclosure Form, at least once a year and on other such other occasions as requested by the Executive Committee or the board of directors. Disclosure Forms must also be completed and signed at the time of appointment to the board of directors or any committee. The disclosure form will be reviewed by the board of directors to determine whether the relationship discloses a conflict of interest, and what measures must be taken to address the conflict.

Members also have an ongoing obligation to disclose any potential conflict or duality of interest that may potentially influence their objectivity in any Organization matters. In other words, in addition to the requirement to submit the below annual disclosure form, Members must reveal any potential conflict or duality of interest that arises after the submission of this form.

The board of directors reserves the right to inquire further with regard to any disclosure. In the event the board determines a member failed to provide requested information, was unwilling to cooperate with an inquiry, or if a conflict or the appearance of a conflict arises, the board shall make a determination as to the member's continuing role and participation within the Organization.

If you have any questions as to whether or not you are involved in a conflict, whether actual, potential, or perceived, you should first address the matter with the President of NEAMA's Board of Directors, Leslie Scott or NEAMA's Co-Vice Presidents Dr. Tomi-Ann Roberts and Dr. Steven Karageanes. When your work with the Organization involves a matter relating to an Organization with which you have a relationship, you should excuse yourself from the meeting for the duration of the discussion, and you will be informed when the discussion has terminated. Your departure will be noted in the minutes of the meeting.

Relationships requiring disclosure

In recognition of the above, NEAMA requires Members to disclose as soon as possible any of the following relationships to the Organization that may influence their decision making. The relationships identified by the Board of Directors are as follows:

1. **Consulting fees/honoraria** such as honoraria from any third party, gifts or in kind compensation for consulting, lecturing, travel, scientific advisory board service, legal testimony or consultation, or other purpose.
2. **Speaker's bureau**
3. **Equity interests / stock options** (or entitlement to the same), including a nontraded company.
4. **Equity interests** (publicly or entitlement to the same) in a publicly traded and financially related company.
5. **Royalty income or the right to receive future royalties.** Non royalty payments or entitlements to payments in connection with the activity that are not directly related to the reasonable costs of that activity .
6. **Officer, trustee, director, or any other fiduciary role**, whether or not remuneration is received for service.
7. **Ownership/partnership/principal** excluding mutual diversified funds.
8. **Research grants** from a financially interested company .
9. **Fellowship support**
10. **Salary** or position funding (partial or full) or "in-kind" support of program.
11. **Intellectual property rights** including patent or other intellectual property in a for profit corporation.
12. **Other benefit (please specify)**

Please note that in disclosing any of the following financial or commercial interests or other relationships, you are to include any relationships with for-profit companies, nonprofit organizations, and/or governmental agencies that might be perceived by others as potentially influencing your objectivity in any Organization activities in which you participate.