



INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

CONFLICT OF INTEREST POLICY

Adopted March 26, 2018

(Adapted from IPMA Assessment Council's Conflict of Interest Policy as of June 2004)

Conflicts of Interest may arise if Board Members provide services to the International Personnel Assessment Council (IPAC) for which those members receive a financial benefit. Individuals serving on the Board of Directors of IPAC cannot derive income from services provided to IPAC while serving on IPAC's Board of Directors.

Essentially, the IPAC Conflict of Interest Policy is addressing financial gain, not reimbursement for expenses. Therefore, the IPAC Board will allow for the reimbursement of out-of-pocket expenses to its Board Members when serving as workshop/seminar instructors or for purchases of approved budgeted items on behalf of IPAC. Exceptions to this rule can be made with the approval of the IPAC Board. In accordance with the above policy, IPAC Board Members cannot contract with IPAC to provide consulting services or selection development services on a for-profit basis.

A majority of the members of the Board of Directors of IPAC must approve the request of any Board Member who wishes receive an exception and be reimbursed for services provided to IPAC for which the member will receive a financial benefit prior to those services being delivered, and the approval of any exception may not extend beyond the current IPAC budget year. Only disinterested Board Members may participate in the discussion and vote of such a request for exception.

Any decision of the Board of Directors regarding payments to Board Members must comply with the IPAC Conflict of Interest Policy as stated above.