

2.1 CONFLICT OF INTEREST POLICY STATEMENT

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PURPOSE

The International Association of Forensic Nurses (IAFN) is committed to the prevention of any conflict of interest by the IAFN Board of Directors, committee members, and staff of the IAFN (including the *Journal of Forensic Nursing* Editorial Board, the Commission for Forensic Nursing Certification and its associated committees, subcommittees, or task forces, and all other organizational entities functioning at the direction of the IAFN Board of Directors). Individuals in these positions must act at all times in the best interests of IAFN without personal or third-party gain or financial enrichment, identify any potential conflicts of interest, and remove themselves from all discussion and voting on the subject matter.

PERSONS AND AREAS AFFECTED

The IAFN Board of Directors, committee members, and staff will work together to ensure that all actual or potential conflicts of interest affecting IAFN are addressed with care, integrity, and in accordance with this policy in the best interest of IAFN.

POLICY

The IAFN Board of Directors, committee members and staff must act at all times in the best interests of IAFN and not for personal or third-party gain or financial enrichment. When encountering actual or potential conflicts of interest, Board and committee members and staff shall identify the conflict and must remove themselves from all discussion and voting on the matter.

Specifically, Board and committee members and staff shall:

- Avoid placing (and avoid the appearance of placing) their own self-interest or the interest of any third-party above that of IAFN. While the receipt of incidental personal or third-party benefits may necessarily flow from certain IAFN activities, such benefits must be disclosed to the Board and must be incidental to the primary benefit of IAFN and its purposes;
- Not abuse their position by improperly using IAFN staff, services, equipment, materials, resources, or property for their personal or third-party gain or pleasure. Board and committee members shall not represent to third parties that their authority as a Board or committee member extends further than their responsibilities.
- not engage in any outside business, professional or other activities that would directly or indirectly conflict with the activities of, or have an adverse effect on, the IAFN;
- not engage in or facilitate any discriminatory or harassing behavior;
- not solicit or accept any gifts, gratuities, free trips, honoraria, personal property, or any other item of value or service from any person or entity that has, or may have, a relationship with

IAFN with respect to matters pertaining to IAFN without fully disclosing such items or services to the Board of Directors for Board and committee members, and to the CEO for staff.

Additionally, staff members shall:

- Discuss the extent of non-organizational professional activities with both the staff supervisor and CEO to determine if the activities are excessive or inconsistent with the conflicts of-interest terms and conditions of a Federal award. The CEO will determine on a case-by-case basis the permissible extent of professional services that can be provided outside the non-Federal entity for non-organizational compensation.
- The CEO will discuss the extent of non-organizational professional activities with the Board to determine if the activities are excessive or inconsistent with the conflicts of-interest terms and conditions of a Federal award.

The following relationships will be prohibited by policy:

Grants: A Board or committee member cannot be a paid or non-paid project director for a grant administered by IAFN. If a Board or committee member is part of a group working on a grant, that member may receive appropriate compensation for any work completed on the grant.

IAFN Compensated Positions: A Board or committee member cannot have a position that is funded by IAFN i.e. Web Editor, Journal Editor, etc.

The following relationships will be restricted by policy:

Vendors/Sponsors: If an IAFN Board, committee or staff member has a relationship with a sponsor or vendor providing services or products to IAFN or any IAFN functions, the individual must identify the conflict and shall remove themselves from all discussion and voting on any matters that involve that sponsor or vendor. IAFN Board, committee or staff members may not persuade or attempt to persuade any member, exhibitor, advertiser, sponsor, subscriber, supplier, or contractor, to terminate, curtail or refrain from entering into a relationship with IAFN, which in any way would reduce monetary or other benefits to IAFN.