

SSSA CONFLICT OF INTEREST POLICY

January 2025

Introduction: SSSA Board members play a crucial role in serving their discipline and scientific community. Board members assume a leadership role that binds them to positions of trust and compels them legally to make decisions independently and put the interests of the Society before personal or business interests.

Conflict Recognition: Occasionally, a Board member's personal or business interests may conflict with their duty to the Society. This conflict, whether real or perceived, can hinder their ability to make impartial decisions.

Ethical Handling of Conflicts: Conflicts of interest are not inherently unethical or illegal. They only become an issue if a Board member fails to disclose the conflict or does not follow the remedies outlined below to address it.

Disclosure and Guidance: If and when a real or perceived conflict is known to exist, the conflict should be disclosed to the SSSA President and CEO. The SSSA President and CEO will then provide guidance on whether it is a conflict of interest and how the conflict should be addressed.

Remedies:

1. **Disclosure:** Simply disclosing the conflict of interest to the full SSSA Board of Directors.
2. **Extrication:** If necessary and possible, the Board member removes themselves from the situation that has generated the conflict of interest.
3. **Abstention:** The Board member agrees to abstain from voting or making decisions related to the conflict of interest.
4. **Recusal:** In some cases, the Board member recuses themselves from portions of the board meeting where issues connected to the conflict of interest are discussed.
5. **Resignation/Removal:** In rare cases, if the conflict of interest persists and poses a risk to the Society, the Board member may need to resign from office, or the Board of Directors can vote to remove them.

Board Authority: The SSSA Board of Directors is the sole authority in determining the severity of a conflict of interest and deciding on the appropriate remedy. Board members commit to respecting these decisions as a condition of their office.

Agreement: By signing below, the Board member agrees to adhere to the SSSA Conflict of Interest Policy and agrees to promptly inform the SSSA President and CEO of any real or perceived conflict that may arise during their term of office.

Disclosure: Disclose any current potential conflicts to be brought to the attention of the SSSA President and CEO:

Signature

Date

Printed Name