

ARSL CONFLICT OF INTEREST POLICY

(Approved by the Board on March 21, 2011)

Adoption of this policy by the Association for Rural & Small Libraries Board of Directors is an affirmation of ARSL's intent that all Directors and other members holding elected or appointed leadership positions practice the highest ethical standards and give undivided loyalty to ARSL and its goals. Any activities which do not serve the best interest of ARSL or which favor the personal advantage of another person or corporation are inconsistent with the duties and responsibilities owed to ARSL.

In order to avoid a conflict of interest a member of the Board of Directors of ARSL may not use his or her position as a director for the private benefit or gain of the director, his/her immediate family, or an organization with which the director is associated.

Conflicts of interest would include, but not be limited to, direct financial or close personal interests in a company or product which could be affected by a decision of the board; acceptance of any gift, entertainment, services, loans, or promises of future benefits from any person or organization that might benefit because of the leader's connection with ARSL; and compensation in the form of fees or salaries if such payment is affected directly or indirectly by the leader's work with the Association.

All leaders of the Association shall refrain from accepting, during their term of office, any form of compensation from ARSL for any purpose whatsoever, including, but not limited to fees for course instruction; grants for research; fees for consulting; salaries for work-for-hire; scholarships; and monetary or other awards (except in the case of awards specifically intended for active leaders). This excludes reimbursement of expenses paid by ARSL to the leader for expenses associated with ARSL business.

In the event that a conflict of interest should arise, a director shall be expected to abstain from discussion or voting on any issues which the director recognizes as a conflict of interest position. If any member of the Board perceives a possible conflict of interest for any other director, the possible conflict should be questioned and the group as a whole should then decide whether the issue represents a conflict of interest before the discussion on the issue proceeds. In such cases, the Chairperson of the Board will make the final determination if a conflict of interest exists. If the possible conflict of interest involves the President, the Vice President will make the determination.