



Ethics Committee Report August, 2010

The Ethics Committee has had 2 complaints so far this year. Due to the people involved & the public nature of this report, I'll omit names.

The first complaint received was a bit difficult to respond to, since everyone on the committee at the time had either a personal or business relationship with one or both of the people involved. As a result, the committee chair had to go outside the usual venue to find several people who would & could investigate. Having found 2 such people, I tasked them with interviewing both parties & reporting back to the full committee. Their report has been completed; the results communicated to the relevant parties, & while I had hoped to have this concluded long before the annual meeting, we are still settling the details.

The second complaint was from one Board member about another, & has been withdrawn since both parties have communicated with each other.

The first complaint deals, at its core, with the issue of privacy of correspondence. As such, I would like to remind Board members that, while we should all assume our communication with members & others can & might be made public and conduct ourselves appropriately, we should always get permission from others before publishing or sharing any correspondence we might receive. The exception to this rule is when one Board member says or writes something that is detrimental to another Board member. In that case, NOT letting the offended member know of the communication can lead to problems. Please refer to the following excerpt from the AWCI Code of Conduct;

"2.1995.01 Code of Conduct

*This Code of Conduct is intended for the following personnel: AWCI Board of Directors; Officers; Executive Director; Staff; Committee members. AWCI directors, officers, Executive Director, staff and committee members shall discharge their duties and responsibilities as assigned in the constitution and bylaws and by AWCI rules and policies in a professional manner that will reflect a positive image for the Institute. They will refrain from name calling, threats, and **accusations**, and will treat individuals*

*with respect at all times. Their communication with the office, officers, other board members, committee members, membership, and the public, will be for the purpose of carrying out their responsibilities and for advancing the work of AWCI and not to advance their personal agenda. **Disagreements among any of these parties will first be discussed between the parties involved.** If not resolved, individuals bringing a dispute or charges must present them in writing to the individuals involved along with any evidence they have to support the disputer or charges. If the problem is not resolved by the parties involved, the matter will be referred to the Board of Directors."*

Respectfully submitted by
Gene Bertram
Ethics Committee Chair