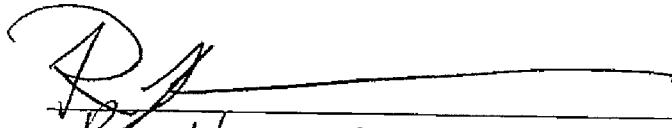


AVAA CONFLICT OF INTEREST POLICY

The standard behavior for the Board Members of the Association of VA Audiologists is that all board members scrupulously avoid conflicts of interest between the interests of the AVAA on one hand, and personal, professional, and business interests on the other. This includes avoiding *potential* and *actual* conflicts of interest, as well as *perceptions* of conflicts of interest.

- I understand that the purpose of this policy is to protect the integrity of AVAA decision-making process, to enable our constituents to have confidence in our integrity, and to protect the integrity and reputations of volunteers, staff and board members.
- In the course of meetings or activities, I will disclose any interest in a transaction or decision where I (including my business or other nonprofit affiliations), my family and/or my significant other, employer, or close associates will receive a benefit or gain.
- After disclosure, I understand that I will be permitted to participate in the discussion, but will not be permitted to vote on the question (abstain), and will have the option to leave the room for the vote if I so desire.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording. I indicate my comprehension and acceptance of this policy below:

Signature: 
 Print Name: R. Hope Gillis
 Date: 7/27/2016

Member Agency organizations with whom I have a relationship and/or a leadership assignment as of this date:

ASHA
AAA
ARAA

