



Ethics Policy

Part I: Benefits and Emoluments

Prior to assuming office or employ with NBLSA, all persons must agree in writing to the following:

1. All officers and members of the National Black Law Students Association will, in good faith, avoid both impropriety and the appearance of impropriety.
2. No person with any role related to the leadership or administration of NBLSA, its chapters, its regions, or any of its programs or events, shall receive any payment, emolument, or benefit, either pecuniary, reputational, intangible, or otherwise without prior written approval from General Counsel.
3. Nothing in this policy shall be construed to prevent the reimbursement for allowable expenses approved in accordance with the NBLSA financial policy and governing documents, nor shall there be any prohibition on paying for approved travel and lodging costs for members as designated in the Bylaws, or for otherwise allowed goods and services designed to benefit NBLSA, or its regions or chapters, as a whole.
4. In the event the above section is violated; the member shall be immediately suspended and the offense shall be investigated by the Grievance Committee.
5. In the event an intentional violation is confirmed by a thorough investigation of the facts the impeachment process shall commence. Actions related to the violation shall be immediately rescinded and without force or effect, and the Board must use all reasonable efforts to correct the wrong, including retrieving any misspent funds.

By signing below, I _____ acknowledge notice of this policy and agree to adhere in good faith to the above requirements.

Signature: _____

Date: _____



Part II: Conflicts

For the purpose of this document, members of any national or regional board, officers, specialists, staff members, employees, volunteers, and anyone else with any role related to the leadership or administration of NBLSA, its chapters, its regions, or any of its programs or events shall be known collectively as “NBLSA Leadership.”

Responsibility

All decisions of NBLSA are to be made solely on the basis of a desire to promote the best interests of NBLSA and the public good.

Every member of NBLSA Leadership has the responsibility to ensure the entire board is made aware of situations that involve personal, familial, or business relationships that could create a real or perceive a conflict of interest. The National Board requires each member of NBLSA Leadership:

- to be familiar with the terms of this policy;
- to disclose to the NEB any possible personal, familial, or business relationships that reasonably might give rise to a conflict involving NBLSA; and
- to acknowledge by his or her signature that he or she is in accordance with the letter and spirit of this policy.

Disclosure of Conflicts With Respect to Potential Financial Transactions

In the event any financial transaction involving NBLSA also involves: (1) a member of the NBLSA Leadership or a member of their extended family, or (2) an organization with which any member of the NBLSA Leadership has any material financial interest, the involved member of the NBLSA Leadership, at the first knowledge of the transaction, will disclose fully the precise nature of the interest or involvement.

A member of NBLSA Leadership is deemed to be affiliated with any organization that may be potentially related to the financial operation of NBLSA:

- of which he or she, or a member of his or her family, is a director, officer, trustee, partner, employee, or agent; or
- in which he or she or members of his or her family receive direct financial benefit from sales or services; or
- in which he or she or members of his or her extended family have a 35 percent or greater interest.

The term immediate family will be deemed to include an individual’s spouse and children (including legally adopted children), and members of that individual’s household.

The term extended family will be deemed to include an individual’s spouse, children (including legally adopted children), parents, grandparents, great grandparents, siblings (whether by whole or half blood), spouse of that individual’s siblings, children, grandchildren and great grandchildren and members of that individual’s household.



In no way should this policy imply that directors, officers, or employees should reveal any political, religious, ethnic, fraternal or civic affiliations.

Administration

All disclosures required under this policy will be directed in writing to the National Chair, who will be responsible for the administration of this policy. All initial disclosures are to be completed and made available to the entire National Board prior to the first regularly scheduled Board Meeting. Prior to board action on a proposed transaction or other matter the member of NBLSA Leadership with the conflict-of-interest will be invited to disclose all facts material to the conflict. If a member of NBLSA Leadership is absent, the National Chair will make the disclosure. Such disclosure will be recorded in the meeting minutes.

Restraint on Participation

A member of the National Leadership Team who has declared or has been found to have a conflict-of-interest in any proposed transaction or other matter will refrain from participating in consideration of the proposed transaction or other matter, unless for special reasons the National Board requests information or interpretation from the person or persons involved. In the case of a member of the National Board, he or she will not vote on the matter in question and will not be present at the time of the vote. In the case of the National Chair, he or she will relinquish Presiding Officer duties while the proposed transaction or matter is under consideration.

Advance Determinations

Any board member who is uncertain about possible conflict-of-interest in any matter may request the National Board to determine whether a possible conflict exists; the National Board will resolve the question by majority vote.

By signing below, I _____ acknowledge notice of this policy and agree to adhere in good faith to the above requirements.

Signature: _____

Date: _____