

POTENTIAL NEW MEMBER CONFLICT RESOLUTION



In the event a member contacts the membership chair with concerns about a new candidate within the requested time frame, the following steps will be taken:

1

EXPLAIN:

The current member must have a clear explanation of the direct acts committed by the potential member that would lead to integrity or ethical problems.

2

VERIFY:

The current member will need to provide objection either in person or via a phone call to the membership chair with direct instances relating to the conflict. Membership chair will speak to the potential member to hear their position regarding the conflict.

3

MEET:

At the membership chair's discretion, the current member will meet with a membership conflict committee to discuss the issues involved. Forum confidentiality will be observed and applied. The membership conflict committee will be a group formed separate from the review committee.

4

THE CONCERN MUST BE VALIDATED BY THE FOLLOWING OBJECTION CRITERIA:

- A. Cannot be based on the current and potential member's indirect or direct competitive landscape.
- B. Cannot be based on second-hand knowledge- the conflict must be a direct experience of the current member.
- C. Objection must be factually supported by current member.
- D. Concern can be based on the potential member's business activity that exposed the current member to fraudulent behavior.
- E. Preference of current member will be taken over potential member if the potential member will create a toxic environment.
- F. If two members or more have raised concern about a potential member, they must have individual substantiated explanations. Without independent positions from multiple members, the conflict returns to the primary member with concerns.



The committee will consider objections presented during the concern validation process. A majority vote will be taken by the members of the committee in attendance of the review.