



# AMERICAN SOCIETY OF ANIMAL SCIENCE

## BOARD OF DIRECTORS CONFLICT OF INTEREST POLICY

The Board of Directors of the American Society of Animal Science (“ASAS”) must act at all times in the best interests of ASAS and not for personal or third-party gain or financial enrichment. When encountering potential conflicts of interest, Board members shall identify the potential conflict and, as required, remove themselves from all discussion and voting on the matter. Specifically, members of the Board of Directors shall:

- avoid placing (and avoid the appearance of placing) one's own self-interest or any third-party interest above that of ASAS; while the receipt of incidental personal or third-party benefit may necessarily flow from certain ASAS activities, such benefit must be merely incidental to the primary benefit to ASAS and its purposes;
- not abuse their Board membership by improperly using their Board membership or ASAS's staff, services, equipment, materials, resources, or property for their personal or third-party gain or pleasure, and shall not represent to third parties that their authority as a Board member extends any further than that which it actually extends;
- not engage in any outside business, professional or other activities that would directly or indirectly materially adversely affect ASAS;
- not engage in or facilitate any discriminatory or harassing behavior directed toward ASAS staff, members, officers, directors, meeting attendees, exhibitors, advertisers, sponsors, suppliers, contractors, or others in the context of activities relating to ASAS;
- not solicit or accept gifts, gratuities, free trips, honoraria, personal property, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to ASAS without fully disclosing such items to the Board of Directors;
- provide goods or services to ASAS as a paid vendor to ASAS only after full disclosure to, and advance approval by, the Board, and pursuant to any related procedures adopted by the Board;
  - not persuade or attempt to persuade any employee of ASAS to leave the employ of ASAS or to become employed by any person or entity other than ASAS; and
- not persuade or attempt to persuade any member, exhibitor, advertiser, sponsor, subscriber, supplier, contractor, or any other person or entity with an actual or potential relationship to or with ASAS to terminate, curtail or not enter into its relationship to or with ASAS, or to in any way reduce the monetary or other benefits to ASAS of such relationship.

This policy shall apply not only to all members of the ASAS Board of Directors, but also shall apply to all members of ASAS committees and others in the ASAS governance structure, as well as to all ASAS employees. All references herein to the Board of Directors shall be construed also to refer to these additional individuals.

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Signature

Date