



## **Formation of IAM Ethics Council October 14th, 2011**

### **IAM Ethics Council**

In conjunction with the development of the IAM Code of Ethics Enforcement Procedures, IAM Staff has developed a proposal for the IAM Ethics Council Volunteer Policy.

The IAM Code of Ethics was developed in 2007. Since this time, the International Association of Movers has not had a formal policy in place to enforce the Code of Ethics. Based on recommendations made by IAM Staff at the Executive Meeting in February of 2011, enforcement procedures have been developed. During this process, IAM Staff identified the need to create a permanent institutional body comprised of volunteers from the membership who will review the details of each dispute and adjudicate on the cases when necessary. The name of this body shall tentatively be known as the "IAM Ethics Council".

The IAM President shall appoint 12 IAM Members representing a diverse array of stakeholders within the Association to serve as the Ethics Council. This body should be composed of members from various membership categories and a wide geographic scope in order to provide a variety of experiences and industry knowledge to the Council.

These appointments will initially be staggered as follows:

1. Four of the initial members will serve a two year term
2. Four of the initial members will serve a three year term
3. And, the four remaining initial members will serve a four year term.

Each subsequent group of volunteers will serve 3 year terms so there will be a consistent turnover in volunteer participation each year without losing institutional knowledge. The Ethics Council will be established on January 1<sup>st</sup>, 2012. All Ethics Council terms will be based on this initial date. Should a member of the Ethics Council withdraw from the Council, the IAM President shall appoint a new person to replace them on the Ethics Council. All Ethics Council members will be eligible for re-appointment after their term has finished.

Ethics Council members will be expected to serve when called upon to adjudicate on ethics cases involving IAM Members. They will also be asked to participate in an IAM Ethics Council meeting at the IAM Annual Meeting each year to review ethics cases from the year prior and develop policy for the future.

The Ethics Council Chairperson will serve an initial four-year term and will be responsible for overseeing all ethics cases brought before the Association as well as conducting the Ethics Council meeting each year at the IAM Annual Meeting.

The IAM Ethics Council will serve in accordance with the IAM Code of Ethics Enforcement Procedures.