

Policy on *Statements Related to Public Issues*

The AHRD Board of Directors may make public statements in the name of the organization only if the issue, legislation, or public action:

- a) Threatens AHRD as an organization or its capacity to work for the mission and goals of AHRD.
- b) Affects the ability of individuals to participate in AHRD conferences or other AHRD professional activities.
- c) Inhibits individuals from their legitimate right to engage in HRD-related research and scholarship.

All public statements or positions will be consistent with the purpose and vision as outlined in the AHRD By-Laws and *AHRD's Standards on Ethics and Integrity*; and designed to position the AHRD to successfully achieve its aims.

The AHRD Board is the only entity that may make public statements on behalf of the AHRD.

Any statement related to public/policy issues must be determined by the AHRD Board of Directors to not put AHRD at risk of compromising the 501(c)(3) status. AHRD as a 501(c)(3) organization is expressly forbidden from (a) directly or indirectly taking part in any political campaign on behalf or in opposition to any candidate for political office or (b) engaging in lobbying to influence legislation. In addition, as per the AHRD Constitution (2005), “no substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidates for public office” (pg. 2).

- *Policy approved by AHRD Board of Directors (August 15, 2017)*

Process for Consideration for a *Statement Related to a Public Issue*

This process has been established as a consistent and transparent means for AHRD members to request that AHRD consider taking a position and/or making a public statement on a public policy, political issue, or current event.

Origination and Submission

Any voting member of AHRD (full, student, or HDI-discount) or an Emeritus Affiliate in good standing is eligible to submit a proposed policy/issue position for consideration.

Policy/issue positions will be considered on a rolling basis. Proposals should be submitted electronically via email to the AHRD President or her/his designee.

All proposals should contain the following information (No more than 750 words *excluding* the contact information requested in #1 below):

- 1) Name of author(s) and affiliations with contact information (e-mail and preferred phone number) of each.
- 2) Summary of the problem/issue.
- 3) Articulation of how the problem/issue is related to the three instances in which the AHRD may consider making public statements in the name of the organization (that is, *a*, *b*, or *c* in the first paragraph of the approved policy)
- 4) Justification for the proposed statement in terms of (a) how it would position the AHRD to successfully achieve its vision and purposes as articulated in the *AHRD By-Laws* and (b) how it would align with the values outlined in *AHRD's Standards on Ethics and Integrity*.

Review

Upon receipt of a submission, the President or her or his designee will have 48 hours to review the proposal to determine if all required information is present. If information is missing the proposal will be returned to the author(s). If all information is present, the proposed policy/issue position will be distributed to Board members, who will have a review period of no less than 3 and no more than 10 days. During that time, the Board will consider whether the situation meets the criteria for making a public statement, any legal risks related to laws and legal precedent of 501(c)(3) organizations as related to political advocacy, and the potential impact of such a statement on the organization and its members.

Within 14 days after the close of the review period, the Board will make a determination on whether to move forward with drafting a *Statement*. This vote must be recorded as official

business of the AHRD Board. The Board of Directors may expend AHRD funds to seek legal counsel to inform this decision-making.

If the Board votes in favor of making a public statement, the AHRD Board Executive Committee will confer about the nature of the public statement and prepare a draft statement for review and approval by the Board. This process will happen within 10 business days of the Board's vote, unless it is determined that Legal Counsel is required before approval of the *Statement*.

Response to Those Whom Submitted

The President or his/her designee will provide a written communication to the author(s) of the proposal who requested the *Statement Related to Political & Public Issues* within 2 days after the initial vote of the AHRD Board of Directors (the vote whether to move forward with drafting a Statement). This should clearly communicate the decision of the Board and feedback on why this determination was made.

Dissemination of a Public Statement

Public statements made by the Board may be disseminated through the AHRD website, AHRD Digest, AHRD list serve, AHRD social media, and through other cooperating professional organizations.

- *Process approved by AHRD Board of Directors (October 19, 2017)*