



Addressing discrimination and conflict of interest:

when serving as a peer reviewer, mentor, on an interview team, Committee, Commission, Board, or reviewing materials of Applicants or Appellants

Given the nature of chaplaincy formation, certification competencies, and peer review, colleagues, mentors and peers are expected to be able to offer support as well as clarification, confrontation, and challenge to one another. Simply because another person is known in a personal, communal, or professional context should not necessarily provide a barrier to serving as a valued member of an interview team or reviewer of materials. Complex historical situations or dual-relationships would more likely be situations for further reflection on your ability to provide an impartial experience or review for an Applicant and his/her materials.

In addition, NACC members are informed by the Code of Ethics for Spiritual Care Professionals. This Code notes that Spiritual Care Professionals affirm the dignity and value of each individual and honor all persons as being created in the image and likeness of God. Spiritual Care Professionals also respect diversity in culture, age, ethnicity, gender, race, sexual orientation, national origin, physical disability, and faith traditions of other professionals and those served, and strive to eliminate discrimination.

Please discern if you have any of the following circumstances related to a peer, Applicant or appellant, and make a **personal, informed decision** regarding your ability to remain objective enough to carry out the duties required of you within your role as an NACC peer reviewer, mentor, certification interviewer, Interview Team Educator, Appeals Panel Member, Committee, Commission, or Board Member.

If you prefer to avoid a conflict of interest or any perception of conflict of interest, or find that you are not able to fulfill your role for any reason, please contact the Chair of your Committee, Panel, Commission, or the NACC Office personnel involved in setting up related reviews, interviews or meetings.

Your decision to thoughtfully withdraw from a role that may not serve your own or the best interests of another member will be honored and respected.

Circumstances for Consideration for Potential Discrimination or Conflict of Interest

- A personal awareness of inner struggle that may prevent you to freely and fully be present without discrimination or conflict of interest for the role you are called to serve.
- Past, present, or future potential to utilize the relationship for personal financial gain or to benefit a company or institution in which either individual has a financial or philanthropic interest
- Any of the following that could lead to your potential conflict of interest or may lead you to move toward the appearance of favoritism, discrimination or conflict of interest:
 - Present or past supervisory, therapeutic, educational, or spiritual direction relationship
 - Belonging to or residing within the same religious or diocesan community
 - Ministering with or reporting to persons within the same institution or system
 - Present or past colleague reporting to same supervisor
 - Other relationships or reasons