

BYU Management Society

Code of Ethics

Aspirational Goals and Values

As members of the BYU Management Society, we are guided by the mission statement of *“Building Moral and Ethical Leadership Around the World.”* We define ethical leadership as “the demonstration of normatively appropriate conduct through personal actions and interpersonal relationships, and the promotion of such conduct to followers through two-way communication, reinforcement, and decision-making” (Brown et al., 2005: 120).

As a society, other specific goals that we have include the following:

- We focus our efforts and meet purposefully
- We grow people
- We respect others and act professionally
- We think globally
- We align with the mission of Brigham Young University and the Marriott School
- We live the vision

The principles and doctrines that the Church of Jesus Christ of Latter-day Saints teaches will benefit and uplift the people of every nation, clime, and culture. The principles named in the 13th Article of Faith states, “We believe in being honest, true, chaste, benevolent, virtuous, and in doing good to all men; indeed, we may say that we follow the admonition of Paul-We believe all things, we hope all things, we have endured many things, and hope to be able to endure all things. If there is anything virtuous, lovely, or of good report or praiseworthy, we seek after these things.” The principles outlined in the 13th Article of Faith can be used as the fundamental guiding ethical principles for BYU management society members across the globe. The following values reflect a desire to act as the Savior would act in our place:

Honest – Being sincere and free of deceit, in words as well as actions

True – Being loyal and faithful to God, family, society, and yourself

Chaste – Being morally clean in thoughts, words, and actions

Benevolent – Having a desire and disposition to do good to others

Virtuous – Having or showing a high propensity to using one’s freedom to choose righteousness in the formation of moral character

Service-oriented (doing good) – Actively seeking out opportunities to elevate and uplift one’s neighbors and the community as a whole

Believing – Having confidence in the truth, existence, and reliability of the Almighty that motivates to action without absolute proof

Hopeful – Having the sure and steadfast expectation of and longing for the promised blessings of righteousness; anticipating a better world and eternal life anchored in faith in Jesus Christ

Enduring – Having the ability to uphold high moral standards and persevere, despite an unpleasant or difficult process or situation

Lovely – Being modest and appropriate in dress, action, and appearance

Of good report – Having a high moral reputation in society and abounding in good works

Praiseworthy – Deserving approval and admiration

Competent – Having the necessary ability, knowledge, or skill to fulfill one’s duties successfully

Humble – Being meek or modest in behavior and attitude; respectful; not arrogant or prideful

Diligent – Having or showing care and attention through valiant effort

Common Issues and How to Deal with Them

I. Political Neutrality

BYU Management Society Political Neutrality Statement

Not-for-profit organizations like Brigham Young University and its affiliated groups, such as the BYU Management Society, must be politically neutral. Individual chapters may not sponsor, host, or in any way participate in any kind of political fundraising, political endorsement, or political activity. Chapter membership lists and contact information may not be shared with any campaign or political group. Management Society members, chapter presidents, officers, board members, and steering committee members may not represent the BYU Management Society or Brigham Young University in communicating with any political entity. Similarly, candidates for any political office may not be invited to address BYU Management Society groups unless these requests are cleared in advance by the BYU Marriott School of Management and the BYU General Counsel's office. These restrictions apply to all campaigns and political activity whether on the local, state, or national level. Please contact the Management Society Executive Director at 801-422-6824 or management_society@byu.edu with specific questions.

Expanded Political Neutrality Statement

Background

BYU and its affiliated organizations, such as the J. Reuben Clark Law Society and the BYU Law School Alumni Association, must be politically neutral to maintain tax-exempt status under Section 501(c)(3) of the Internal Revenue Code. Section 501(c)(3) requires that these organizations "not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office." The Treasury Regulations specify that a "candidate for public office means an individual who offers himself, or is proposed by others, as a contestant for an elective public office, whether such office be national, state, or local." Treas. Reg. § 1.501(c)(3)-1(c)(3)(iii). Since a person may be "proposed by others" without his or her consent, or before an official announcement of intent to seek public office, the candidacy line is not always clear. See T.A.M. 9130008 (April 16, 1991).

Please note that federal tax laws, not federal or state election laws applicable to candidates themselves, govern the actions of BYU and its affiliated organizations.

General Prohibitions

A recent IRS publication stresses that 501(c)(3) organizations are "absolutely prohibited" from participating or intervening in political campaigns on behalf or in opposition to any candidate for elective public office. FS-2006-17 (February 2006); see also IRS Publication 1828, Tax Guide for Churches and Religious Organizations, September 2006.

Individual chapters cannot sponsor, host, or in any way participate in any type of political fundraising, campaign contribution, endorsement, or other activity that favors or opposes a candidate.

Chapter membership lists or contact information may not be shared with any campaign or political group. No announcements of campaign events or political fundraisers may be circulated via organizational e-mail lists or through other communication channels to chapter members. No leader or member of the J. Reuben Clark Law Society or the BYU Law School Alumni Association may represent the organization or BYU in communicating with any political entity or in participating or intervening in any campaign.

As a procedural matter, candidates for any federal, state, or local political office may not be invited to speak at chapter events unless the request is cleared in advance by the Marriott School of Management and the BYU Office of the General Counsel.

Guidelines to Avoid Participating or Intervening in a Political Campaign

In advance of requesting clearance for a particular candidate or political figure to speak at an event, please note the following guidelines:

1. Speaking as a Candidate

Candidates may be invited to speak at an event, provided that:

- The chapter provides an equal opportunity to political candidates seeking the same office;
- The chapter does not indicate any support for or opposition to the candidate, and expressly states its neutral position in the speaker's introduction and in any communications regarding the event; and
- No political fundraising occurs.
- Equal opportunity requires equality in both the nature of the event and the manner of presentation. For example, an invitation for a candidate to speak at an annual dinner would not provide equal opportunity to other candidates. If an event includes a panel of candidates for the same office, the organization must take care to avoid any bias for or against a candidate, especially in moderating the panel and in preparing questions for the candidates.

2. Speaking or Participating as a Non-Candidate

Candidates may also appear at chapter events in a "non-candidate" capacity. For example, candidates who are current or former office holders, experts in non-political fields, celebrities, or notable for their distinguished military, legal, or public-service careers may be invited to speak, provided that the chapter ensures that:

- The individual is chosen to speak solely for reasons other than candidacy for public office;
- The individual speaks only in a non-candidate capacity;
- Neither the individual nor any representative of the chapter makes any mention of his or her candidacy or the election;
- No campaign activity occurs in connection with the candidate's attendance; and
- The chapter maintains a nonpartisan atmosphere on the premises or at the event where the candidate is present.
- In addition, the chapter should clearly indicate the capacity in which the candidate is appearing and should not mention the individual's political candidacy or the upcoming election in the communications announcing the candidate's attendance at the event.

3. Judges and Prospective Judges

The same rules applicable to candidates outlined above also apply to judges who are elected or retained via election. Activity in support of a prospective federal judge who has not yet been confirmed by the U.S. Senate, or a prospective state or local judge who has not yet received legislative approval, could violate applicable lobbying restrictions on 501(c)(3) organizations. Invitations to speak extended to prospective judges must be cleared in the same way as invitations extended to candidates.

4. Individual Action

The prohibition on participating or intervening in political campaigns with respect to a candidate does not prevent individual members of the J. Reuben Clark Law Society or the BYU Law School Alumni Association from doing so on their own. However, individual members should make sure not to engage in any campaign activity at official functions, through official newsletters, or through chapter or class-member e-mail lists.

5. Chapter Endorsements

The Political Neutrality Policy does not specifically address chapter endorsements. Beyond the chapters of the J. Reuben Clark Law Society, BYU also coordinates chapters of the Alumni Association, the Management Society, and the Cougar Club.

BYU is not restricted by the tax code on ballot initiative issues. However, BYU has historically taken a position of institutional political neutrality on federal, state, and local issues, including ballot initiatives. Given that the various chapters are--legally and practically--an offshoot of the university, the best approach is for these chapters to respect and reflect that institutional neutrality, even when the Church itself may not be neutral. For example, Proposition 8 neutrality was discussed last year, and BYU made the determination to remain neutral on that issue.

The section of the Political Neutrality Policy titled *Political Activities of University Personnel* is instructive in this regard. The second paragraph reads: "Other university personnel may participate in partisan political activities as well as activities involving matters of public policy, including legislation, referenda, ballot initiatives, or constitutional amendments; however, they should act, attend, speak, or write in an individual capacity and not put forward their affiliation with the university. If their affiliation becomes known, they must state that they do not represent or speak for the university. No one affiliated with the university is authorized to speak for the university on political matters except the president or those expressly authorized by him."

Each member of the various chapters is certainly welcome and encouraged to engage in the political process as an individual or as a member of another group; however, the same concerns raised by participation of university personnel applies with equal or greater force to organized BYU-branded chapters of law, management, or alumni societies. The chapters, by virtue of their organization, necessarily put forward their affiliation with the university and imply that they represent or speak for the university when they endorse political positions. It would be inappropriate--and it would run contrary to the spirit of the Political Neutrality Policy--for a particular chapter to use BYU's name (for enhanced credibility, name recognition, or otherwise) to endorse a political activity that BYU has not chosen to endorse for itself.

Hypothetical Situations

Situation #1: One candidate declines the other says yes

Example: Your chapter has invited both political candidates to speak at an upcoming BYUMS event following the guidelines in the BYUMS political neutrality statement. One of the candidates has said that they will come but the other candidate declined the invitation.

Suggestions for handling the situation:

1. Explain the situation to the candidate and inform him/her the political neutrality statement and invite the candidate to come and speak on a date after the election.

2. Invite the willing candidate to speak as a non-candidate in line with the non-candidate section of the political neutrality statement.
3. If advertisements for the event have already been posted, update them accordingly to the course of action you will take.
4. Contact the ethics committee if there are any questions or if further guidance is needed.

Situation #2: A non-candidate speaker promotes their upcoming campaign

Example: Your chapter invited a political candidate to come as a non-candidate speaker but they made mention of their political campaign, which is not in accordance with the political neutrality statement.

Suggestions for handling the situation:

1. Reaffirm the political neutrality of BYUMS
2. Seek to maintain a non-partisan atmosphere at the event
3. If preparing for an non-candidate event and if there are questions contact Headquarters or the ethics committee
4. Send an email to all of the participants reaffirming the political neutrality of BYUMS
5. If you feel that it is necessary then reaffirm the political neutrality of BYUMS at the end of the meeting.

Situation #3: Member of BYUMS states their political opinion when speaking at an event

Example: Your chapter is holding an event and the BYUMS speaker starts to mention politics. They state their personal opinion on a few matters, but it could be misinterpreted as the opinion of BYUMS.

Suggestions for handling the situation:

1. Seek to insure that it is understood that what was said was the opinion of the member and not BYUMS.
2. Before meetings have speakers review the political neutrality statement so that they understand how important it is.
3. Seek further guidance from headquarters if problems still occur or if there are questions.
4. Send an email to all of the participants reaffirming the political neutrality of BYUMS.
5. If you feel that it is necessary, reaffirm the political neutrality of BYUMS at the end of the meeting.

II. Finances

In general, please follow the following guidelines when dealing with BYUMS finances:

- Two people should always be present when money is being handled.
- A year-end report should be sent to the BYUMS director (Rixa Oman) every year.
- Two people should go over the year-end report before it is finalized.
- Have audit procedures in place.
- Bank accounts need to have a connection to the national office and in the event where three years of inactivity has transpired, money in bank accounts will be transferred to headquarters.
- Have more than one signer on every bank account and update signers on bank account to current members when old signers are leaving the area.

Hypothetical Situations

Situation: Administration of Club Funds

Membership Dues

- All membership dues must be received through online bill pay to ensure a paper trail. Doing so will allow for reliable membership receipt records.
- Each year, chapters must email a copy of membership dues received for the year to their respective members for reconciliation.
- In locations outside the United States, chapters may have the option of using Square or setting up PayPal accounts for payment of dues.
- In the event where the only option is cash payment, chapters must utilize a receipts book for cash receipts. The receipt books must then be submitted for review by the treasurer to the president each year with a copy of the chapter's bank statement listing cash deposits. Nonetheless, as much as possible, payment of membership dues should be via electronic services.
- If there is a dispute, members can submit a copy of their online bill pay statements from their bank indicating their submission of membership dues to dispute differences in the chapter records.

Management of Funds

- All expenses must be accompanied with an itemized receipt for reimbursements.
- For amounts exceeding \$50, advance notification of at least one week must be submitted to chapter treasurer for approval.
- All requests must be in writing and submitted via email.

- In the event where the amount is \$50.00 or less, advance notification is still preferred, but not necessary.
- Records must be kept for up to 5 years.
- All receipts must be submitted to the treasurer for reimbursements. These receipts must be itemized.

Theft incidents:

- If a member is found to be embezzling funds from the chapter, a statement will be issued to this member requesting a return of funds. Failure to do so will result in legal action taken against member.
- If you are aware of a situation in which someone has embezzled BYUMS funds, inform Headquarters, and contact the local authorities.
- If a member is caught embezzling funds, the member will subsequently be relieved of all duty, and membership will be terminated with no option of a refund for paid dues.
- Re-admission of members that have previously used BYUMS funds inappropriately will be subject to review and the decision of the existing leadership of the chapter.

Use of Personal funds by Board Members to pay for events:

- There will be no restrictions regarding the use of personal funds by board members to pay for events. However, this donation must not be used as part of consideration for renewal of term as a board member.
- For purposes of annual audit reviews, all of such expenses must be itemized and recorded in a separate journal.

III. Scholarships and Donations

Donations

Donations from sponsors can be a great benefit for students at schools sponsored by the LDS Church as well as for individual BYUMS chapters. Donations can also help fund BYUMS activities and events. Received donations should be treated carefully and respectfully. Accurate records and documentation should be kept for every donation.

Since BYUMS acts under the BYU constitution, all donations made to BYUMS are tax-exempt as long as certain conditions are met. Such conditions include the following: (1) donors cannot specify to what or whom their donations are intended further than stating they are for BYUMS or for student scholarships, or for any other purpose that is in line with the vision of BYUMS, and (2) all donations must be sent directly to LDS philanthropies and

thus cannot be received into any other financial accounts of local chapters or chapter members, or any individual.

When receiving the donations in any form, at least two designated members of a chapter should be present when receiving the money. These do not need to be members with a specific title, but they must receive donations with the permission from the advisory board or executive committee. When possible, two people should be present at any time BYUMS funds are being handled.

Hypothetical Situations

Situation: Reception of donations

Example: A sponsor has generously decided to make a donation to BYUMS.

Suggestions for handling the situation:

1. Notify the advisory board that someone wishes to make a donation and verify that you are authorized to receive the donation.
2. With approval of the advisory board select another member to be present with you when handling the funds at any time (formal approval is not necessary, they can simply authorize you to select another member).
3. Do not deposit the donation into the local chapter account, or yours or any other person's bank account.
4. Ensure the donations are mailed to BYUMS headquarters within 72 hours (if the donor wishes to wire funds, contact BYUMS headquarters for instructions).
5. If the donor wishes the donation to be used for a scholarship for a specific individual, explain to the donor that by doing so their donation will no longer be tax-exempt. Proceed from there as the donor wishes.

IV. Church Relations

While working in different BYUMS chapters across the world, local church facilities can be a valuable resource and support for planning and executing society functions to help advance members of the society in their careers. However, use of these facilities is under the discretion of the local church leaders. Even though BYUMS is supported by the church and BYU, local church leaders have the final say over the use of the resources that they are responsible for. Chapters in all areas of the world should respect the authority and responsibilities of local leaders when carrying out BYUMS activities.

BYUMS chapters may wish to invite church leaders to participate in or speak at an event. This is appropriate, as they can be great source of direction and inspiration for chapter members in forging their career paths. If the church leader is a general authority, members of the chapter should be respectful of the busy schedule and responsibilities a general authority has. When inviting a general authority, please refer to the guidance included below.

Hypothetical Situations

Situation: Using church facilities for executing BYUMS an event

Example: A BYMUS chapter wishes to host an event at a local LDS church facility.

Suggestions for handling the situation:

1. Before using any church facilities, first check with the stake leaders who preside directly over those facilities.
2. If the stake leaders agree to let you use the facilities, be respectful of the facilities and leave them better than you found them.
3. If the church leader declines, respect the decision and seek other locations to publicize or carry out the event.
4. If a church building is being used for an event, no funds should be collected at the event or near the event premise.

Situation: Advertising in church facilities for BYUMS event

Example: A group of members are trying to reach out to other members who live in local wards nearby to publicize a BYUMS function and want to do so in a church building.

Suggestions for handling the situation:

1. Before advertising in any church facilities, first check with a stake leader who presides directly over those facilities.
2. If the stake leader agrees to let you advertise in the facilities, be respectful of the facilities and leave them better than you found them.
3. If the stake leaders decline, respect the decision and seek other mediums to publicize or carry out the event.

Situation: Inviting general authorities to events

Example: A BYUMS chapter wishes to invite a general authority to participate or speak at an upcoming society event.

Suggestions for handling the situation:

[Coming . . .]

V. Speakers and Sponsors

BYUMS would like to be associated with speakers and sponsors that uphold the values of BYUMS. This section will give guidelines on how check if speakers and sponsors uphold those values, and suggestions on how to handle situations when they do not.

Situation: New Speaker/Sponsor is being considered

Example: A member suggests that a certain leader in the community would be a good candidate for an upcoming BYUMS meeting that will be happening in a couple of months. The speaker has not yet been contacted to speak.

Example: An organization has been put forward as a potential sponsor and has not yet been contacted.

Suggestions for handling the situation:

If suggested by a member of BYUMS, find out from the member if they had any business dealings with the speaker/sponsor, and if so if the member felt well treated.

1. Search the internet to see if there are any negative articles written regarding the speaker.
2. Ask the executive committee and advisory board, if you have them, or other members of the local chapter, and see if any member of those groups have reservations about the recommended speaker.

Situation: Current speaker/sponsor does not meet standards of BYUMS

Example: A speaker has been asked to speak at an event that will soon take place. After the speaker was approved a member of the local chapter expressed a concern about the choice of speaker and gave an example of some unethical practices the speaker has recently engaged in.

Example: An organization has been a sponsor of the local BYUMS for the past two years. It is discovered, by one of the members who recently had dealings with the sponsor, that the sponsor's business practices are questionable.

Suggestions for handling the situation:

1. Double check with your sources if there is uncertainty about the information received.
2. Go to the executive committee and advisory board, where possible, of the local chapter or the BYUMS ethics committee, and discuss and determine the severity of the speaker/sponsor's unethical practices.
3. If via discretion of the local chapter, the issue seems minimal or to be an honest mistake, the speaker/sponsor may still be associated with the BYUMS.
4. If the issue is determined to be unsatisfactory or serious, you can talk to the BYUMS ethics committee or BYUMS headquarters for further guidance.
5. Local leaders may revoke the speaker's invitation to speak, and inform the sponsor that donations will not be accepted.

VI. Members and Leaders

Members and Leaders should try to make their community a better place by networking with fellow chapter members, serving others in the community, and upholding the principles and standards of the BYUMS. To facilitate these causes of networking and serving, members and leaders may be given access to member contact lists or may hold an officer position. This section describes how members and leaders should use these contact lists and what to do when there are problems with a member or leader in the chapter.

Situation: Proper use of member contact info

Example: You want to have a personal BBQ and invite members that you met at BYUMS to the event to be able to develop stronger ties with them. You have not gotten any contact information from them before so you turn to the BYUMS member info to reach out to them.

Suggestions for handling the situation:

1. Members putting on the BBQ should determine if the reason for the event, and determine if those reasons are legitimate reasons to use the BYUMS member lists.
2. Legitimate reasons include having fun, building networks, service in the community, etc.
3. Illegitimate reasons include soliciting investments for a business idea, or any reason which involved asking for money.

4. Leaders should be examples on how to use contact information and use their master contact lists appropriately (see points 2 and 3).
5. Before directories are handed or sent out, all members must consent to have their information included in the directory.
6. No mass mailing for personal reasons; email those you know individually.

Situation: New Alumni from BYU move into your chapter's area

Example: You are aware that new alumni from BYU have moved into your area, a few chapter members have contact with them at work. You would like to be able to use the BYU alumni list to reach out to them and invite them to start coming to chapter events.

Suggestions for handling the situation:

1. Follow the BYU alumni list guidelines included below.
2. Where possible, use the connections that chapter members have to this individual to ask if they would like to be placed on the chapter's communication lists.
3. Remember that not all BYU alumni will have the desire to join the BYUMS.

BYU Alumni List Guidelines

BYU Alumni lists are offered as a service to BYU Management Society chapters. These lists are the property of BYU. They are to be used only for chapter purposes and not for personal or commercial use. Lists should be deleted and/or destroyed after use.

Mailing labels may be generated from the lists (as the mailing addresses have already gone through a "do not mail" sort). However, chapters may not send mass emails to the list. To send a mass email to alumni in the chapter area, the chapter should send the email to management_society@byu.edu with the request. The message will then be sent out by the BYUMS office to ensure alumni contact preferences are honored.

Chapters may not download the lists into their chapter membership records or email groups. Chapters should only send emails to those alumni who have asked to be placed on the chapter communication lists. Permission may be obtained through personal invitations or by having the person 'opt in' on an email to being included in all future communications.

Situation: How to determine if members and leaders are keeping the BYUMS standards

Example: A member of the chapter brings up suspicions that another member or leader is not keeping the standards of the BYUMS.

Suggestions for handling the situation:

1. Search the Internet to see if anything is in the news regarding the issue.
2. If a certain situation was mentioned try to find out the perspectives of all involved parties.
3. Get the opinions of the local executive committee and advisory board, if existent.
4. Talk with the suspected violating member about the concern and get their perspective.
5. If more guidance is desired contact headquarters.
6. If possible, leaders can develop relations with every member so that members are willing to share their opinions and trust the leaders.

Situation: Inspiring members and leaders to be better

Example: You may have observed that recent activities have been poorly planned, or that activities have been poorly attended by members of the local chapter, or that attendees have behaved poorly during activities. You want to encourage your leaders or fellow members to take their role in the BYUMS more seriously.

Suggestions for handling the situation:

1. Consult with the local leaders or contact the ethical committee. Discuss what would be the best manner in communicating your thoughts about the leaders or members.
2. Discuss your observations and feelings with the leaders and/or members and note their feelings on the situation.
3. Review the following suggestions to help motivate the member or leader:
 - A. Help them understand the purpose of the position that they hold.
 - B. Set clear expectations of their current position or membership in the BYUMS.
 - C. See if they need help in other aspects of their life so they can excel in their duties in the BYUMS.
 - D. Praise good work when they improve
4. Feel free to contact headquarters to get advice from the ethics committee and determine appropriate solutions.
5. If the member is not keeping BYUMS standards and does not want to improve, then consider if they should be disassociated from BYUMS.

Situation: Disassociating members and leaders from BYUMS

Example: The ethics committee has determined that a member or leader within the chapter should no longer be associated with BYUMS due to actions not in line with the code of ethics or the vision of the BYUMS.

Suggestions for handling the situation:

1. Follow the proper procedures as outlined in the implementation plan and notify the individual of the ethics committee's decision within the specified period.

2. Allow the individual being dissociated to participate in the appeal process and follow the procedures as outlined in the implementation plan.
3. If the individuals are expelled from BYUMS, be respectful of them and do not treat them in a way that is not in line with the standards of BYU, the church, or the BYUMS.
4. Remove information of expelled individuals from all communication lists, and do not include them in future activities.
5. If BYUMS members do not wish to be contacted anymore for BYUMS events, remove them from every contact list.

Situation: Holding officer elections

Example: New officers for the local chapter need to be voted on and all elected officials need to represent the standards of the BYUMS.

Suggestions for handling the situation:

1. Each chapter should have their own chapter bylaws so that there is a procedure in place for electing officers.
2. If asked how officers were elected you can point them to the chapter by-laws
3. An example follows of how you can elect officers:
 - A. Conduct an internet search on all of the candidates to see if anything about them was in the news.
 - B. Update the member contact lists regularly to make sure that all current members are accounted for.
 - C. Send a notice to all current members by email letting them know when or how to vote.
 - D. Gather votes.

Implementation Plan (Draft)

Education

1. The following should be done in every local chapter at least once a year:
 - a. The topic of a guest speaker should be on a topic of ethics
 - b. In a chapter meeting, the local chapter leadership will lead a review of the Code of Ethics and its stated values
2. Every year the ethics committee should train leadership around the world

Ethics Committee

1. An Ethics Committee shall be formed as a permanent sub-committee of the Global Steering Committee.
2. The Ethics Committee shall comprise of a chair (trained in matters of ethics and fair procedures and also a member of the Global Steering Committee), a president or former president of BYU Management Society, and the executive director of the Steering Committee.
3. Efforts should be made to ensure that all members of the BYU Management Society are encouraged to contact any member of the Ethics Committee (via email) in order to raise concerns or receive advice on any relevant issue (e.g. concerns about sponsors or things in the newsletter).

Complaints procedure (being reviewed)