



## A Sacred Passing Crew Member Conflict of Interest Policy

As a member of the A Sacred Passing (ASP) community, you are at the forefront of this work, and it is your responsibility to guard and protect the integrity of the Death Midwifery scope of practice. This Conflict of Interest Policy is in place to not only protect the organization, ASP, and its work, but also to protect you as part of the crew. The following are guidelines for crew members in regards to any work done in the field of Death Midwifery that is comparable to the services that ASP provides.

While employed, volunteering or interning with ASP:

- We ask that you not provide *our offered services* independently from the company. This includes any exchange, whether it be monetary, for trade, or in the form of gifts.
- We ask that you only provide services you have shown proficiency in, and such proficiencies have been documented in ASP Employee Records. In the case of referrals, it is absolutely appropriate for a client to request you as an employee to be a part of their service and care.
- ASP celebrates your volunteer services in community. Volunteering your services means no exchange of goods for these services. Service is an important of death, please allow us to support you and honor your service.
- If you have a close family member that you would like to support without the family member purchasing the services through ASP, we are honored to help support you. These services will be logged through the organization as a family, volunteer client. You, as Lead, can call on the crew to donate their time to whatever services are needed and/or requested. This will be on a volunteer basis, and the crew members will not be paid for their time under this circumstance.
- ASP can provide services on a sliding scale when Community Funds are available.
- For a period of 6 months after departure from **ASP employment**, I will not provide any services that can be provided through A Sacred Passing in the field with in a 15 mile radius
- I agree that I will not reproduce our copyrighted material, or information, class material for personal use outside of ASP related events.

Again, this policy is in place to protect you as an employee. As members of an intermingling community, there is potential for many referrals. The organization does not want any of the crew members to feel obligated to provide services for free. In the case of referrals, it is absolutely appropriate for a client to request you as an employee to be a part of their service and care if that is desired.

Crew Member: \_\_\_\_\_ Date: \_\_\_\_\_