

POTENTIAL RECOMMENDATION ON IMPLEMENTATION OF CODE OF ETHICS PAG RECOMMENDATIONS

October 30, 2019

OVERVIEW

Leadership Team Approval of the Code of Ethics PAG Recommendations

On September 9, 2019, the recommendations of the Code of Ethics PAG were presented to the Leadership Team. Five of the PAG's recommendations were approved by the Leadership Team and became NAR policy immediately; the final recommendation will be discussed at the 2019 REALTORS® Conference and Expo in San Francisco.

Since their approval by the Leadership Team, numerous questions have been raised as to the timing of the implementation of the recommendations. What follows is a chart that details each of the recommendations and the practical effect on the current Code of Ethics Training cycle, Cycle 6, and future training cycles. Following discussion at the 2019 meetings in San Francisco, should the current Cycle 6 be lengthened to three years, ending December 31, 2021, Cycle 7 will begin on January 1, 2022.

Adopted Policy

What does this mean for Cycle 6?

What does this mean for Cycle 7 and future cycles?

Policy 1: That the learning objectives for the existing member Code of Ethics training be revised to include content on professional conduct, courtesies, business etiquette, and real-life scenarios.

Course providers are encouraged to deliver this content immediately in their training programs, however the learning objectives will not be revised to make this content mandatory until the next cycle.

The learning objectives will be revised to indicate this content is mandatory.

NAR's online course will be revised to make this module mandatory.

Staff will work to revise NAR's in person Code of Ethics training materials to incorporate this content. NAR's online course includes optional modules on professionalism.

Policy 2: That NAR establish Code of Ethics training equivalency options that members can take in order to satisfy the Code of Ethics training requirement, and that the Commitment to Excellence (C2EX) endorsement be an equivalency option.

Earning the Commitment to Excellence Endorsement at any point since the program launch meets the requirement for that member to complete Code of Ethics training.

The Commitment to Excellence program will include content that meets the mandatory learning requirements for the Code of Ethics training. Earning the Commitment to Excellence Endorsement meets the requirement for that member to complete Code of Ethics training.

Content, assessments, and tasks for the Code of Ethics modules in C2EX will be expanded to cover the mandatory learning requirements for the Code of Ethics training when future enhancements are completed.

Other equivalencies will be identified and communicated via NAR channels.

NAR will begin exploring other equivalency options.

Policy 3: That only courses and equivalencies provided by a local, state, or National REALTOR® Association can satisfy the Code of Ethics training requirement.

Course providers are encouraged to begin working with associations to determine the nature of these partnerships, and associations are encouraged to assess their own education offerings to determine if partnering with course providers in the future makes sense.

Associations continue to assess courses on an individual basis to determine if they meet the mandatory learning requirements for the training.

Only courses and equivalencies provided by a local, state, or National REALTOR® Association can satisfy the Code of Ethics training requirement.

Associations are not required to approve courses as having met the requirement that are offered by providers with which they have not partnered, or that are not one of the equivalencies identified by the local, state, or National Association.

Policy 4: That an implementation team be appointed to develop a microsite that compiles all available options for fulfilling the Code of Ethics training requirement, including C2EX ethics modules, NAR-approved online courses, and links to association-approved courses.

A staff implementation team has already begun work on this recommendation.

The microsite will go live no later than the beginning of this cycle.

Policy 5: That the Core Standards requirements be amended to clarify associations’ duties regarding administration of the Code of Ethics training requirement.

As this is reinforcing existing policy in the Standards and form, these will be amended immediately. Associations that have already submitted their forms will not be required to resubmit.

No change.