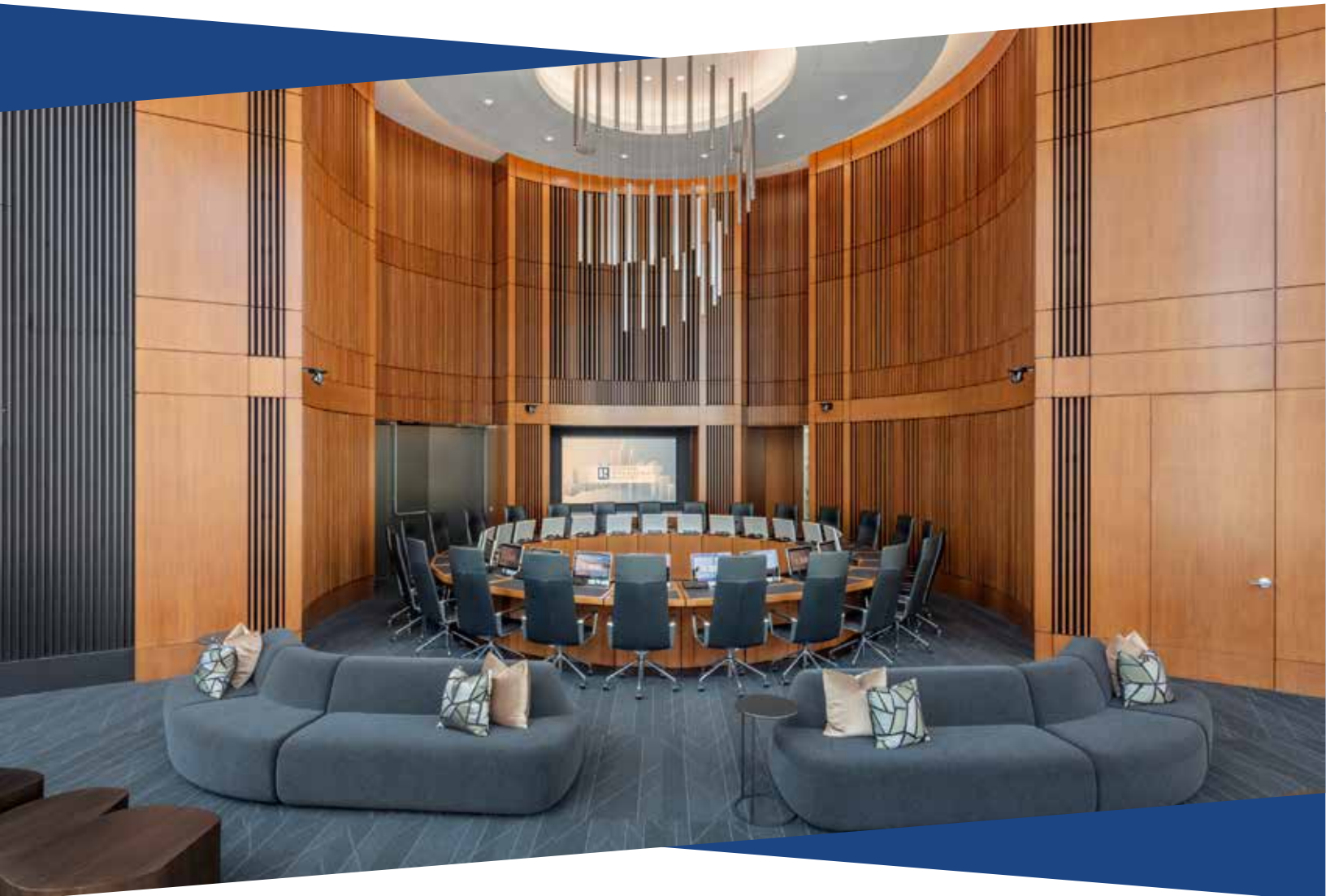




# CAMPAIGN AND ELECTION RULES MANUAL

For REALTORS® Seeking NAR Office



Updated June 2025

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## A. DEFINITIONS

**Appointed Leaders** means the REALTOR® Party Director Chair, REALTOR® Party Fundraising Trustees Chair, RPAC Major Investor Council Chair, RPAC Participation Council Chair, Association Leadership Liaison, Commercial and Industry Specialties Liaison, Global Real Estate Liaison, Law & Policy Liaison, MLS & Data Management Liaison, Member Engagement Liaison, Member Services Liaison, Public & Federal Issues Liaison, Broker Relations Liaison, REALTOR® Party Member Involvement Liaison, REALTOR® Party RPAC Fundraising Liaison, REALTOR® Party RPAC Disbursement Liaison, and REALTOR® Party Community Engagement Liaison.

**Appointed Officers** means the Vice President of Association Affairs and the Vice President of Advocacy.

**CAWG** means the Candidate Audit Work Group.

**CCRC** means the Credentials and Campaign Rules Committee.

**Elected Officers** means the NAR President, President-Elect, First Vice President, Treasurer, and Regional Vice Presidents.

**Elected Offices** means the offices of NAR President-Elect, First Vice President, Treasurer and Regional Vice President.

**Election Year** means the year in which the election is held for the Eligible Candidate, Potential Candidate or Endorsed REALTOR®.

**Eligible Candidate** means a Potential Candidate deemed eligible by the CCRC to campaign for NAR Elected Office.

**Endorsement or Endorse** means the act of giving one's public support, such as wearing campaign paraphernalia or a campaign logo in a social media profile picture.

**Endorsed REALTOR®** means a REALTOR® endorsed by their home state association, but who has not yet filed an Application for NAR Elected Office.

**Individual Endorsement** means an endorsement by an individual.

**Institutional Endorsement** means an Endorsement by an institution, including but not limited to a brokerage, an NAR region, and a state or a local REALTOR® association.

**NAR** means the National Association of REALTORS®.

**NAR Office** means offices of NAR President-Elect, First Vice President, Treasurer, Regional Vice President, Vice President of Advocacy and Vice President of Association Affairs.

**Notification Date** means the date on which the list of Eligible Candidates is released, which will be August 1, or the first business day thereafter, of the year prior to the year in which the Eligible Candidates' election will be held.

**Potential Candidate** means a REALTOR® who has filed an Application for NAR Elected Office, but who has not yet been deemed an Eligible Candidate.

**REALTOR®** means a member of the National Association of REALTORS®.

## B. STATE AND REGION ACTIVITIES

A REALTOR®'s home state association and region may conduct an internal vetting process at any time to evaluate a REALTOR® for potential Endorsement for NAR Elected Office, and a home state and region may Endorse a REALTOR® in accordance with Section G(1).

The NAR campaign rules do not apply to any activity conducted solely within a region or a region's efforts to select candidates for NAR Regional Vice President.

## C. REQUIRED CRITERIA AND QUARTERLY REPORTS

### 1. Required Criteria for Potential Candidates and Appointed Officers

- No personal bankruptcy pending or discharged within the last 7 years.
- No personal foreclosures within the last 7 years.
- Credit score at or above 650.
- No current delinquent tax filings and/or payments.

- a. **Potential Candidates:** must meet the “Required Criteria” as of June 1 of the year prior to the Election Year.
- b. **Appointed Officers:** must meet the “Required Criteria” as of the date their application is submitted.

## 2. **Quarterly Reports**

Eligible Candidates and Elected and Appointed Officers must submit a quarterly report within fifteen (15) days of the end of each calendar quarter (1) confirming they continue to meet the Required Criteria and (2) certifying that the individual's social media activity meets the [Social Media Guidelines for NAR Leaders](https://www.nar.realtor/state-and-local-leadership/social-media-guidelines-for-nar-leaders) (<https://www.nar.realtor/state-and-local-leadership/social-media-guidelines-for-nar-leaders>) and does not contain any content that sheds negative light on or causes embarrassment to NAR. Appointed Officer candidates must submit a quarterly report beginning with the first quarter following the date of their application. The CAWG will review the quarterly reports.

## 3. **Consequence for Failure to Continue to Meet the Required Criteria**

- a. **Eligible Candidates:** If the CAWG determines an Eligible Candidate no longer meets the Required Criteria, the Eligible Candidate will automatically be removed from the ballot.
- b. **Appointed Officer Candidates:** If the CAWG determines an Appointed Officer candidate no longer meets the Required Criteria, and only after notifying the President-Elect, the CAWG will make a recommendation to the CCRC that the Appointed Officer candidate be deemed ineligible for NAR Office.
- c. **Elected and Appointed Officers:** If the CAWG determines an Elected or Appointed Officer no longer meets the Required Criteria, the Elected or Appointed Officer will be provided up to thirty (30) days to correct any inaccurate information or to offer mitigating information for the CAWG’s consideration. The CAWG may, in its discretion, request a personal interview with the Elected or Appointed Officer. If, however, the Elected Officer fails to correct the issue(s), the CAWG will refer the matter to the CCRC. The CCRC has

the final authority to remove an Elected Officer based on their failure to meet the Required Criteria.

## **D. APPLICATION PROCESS**

### **1. Application**

In accordance with Section G(1), a REALTOR® must obtain their home state association Endorsement prior to filing an application for NAR Elected Office. Endorsed REALTORS® may file their application for NAR Elected Office beginning March 1 through June 1 of the year prior to the Election Year. (Note: Effective January 1, 2026, the application period for NAR Elected Office will run from January 1 to April 1 of the year prior to the Election Year.)

Individuals serving in any of the following positions are prohibited from filing an application and campaigning for First Vice President, President-Elect, and Treasurer: Treasurer, Regional Vice President, Vice President of Association Affairs, Vice President of Advocacy, REALTOR® Party Director, REALTOR® Party Member Involvement Liaison, REALTOR® Party RPAC Fundraising Liaison, REALTOR® Party RPAC Disbursements Liaison, REALTOR® Party Community Engagement Liaison, REALTOR® Party Fundraising Trustees Chair, RPAC Major Investor Council Chair, RPAC Participation Council Chair, REALTORS® Relief Foundation President and Vice President, and a current President of a State REALTOR® Association. In addition, a current Regional Vice President is prohibited from filing an application and campaigning for Regional Vice President. Individuals are subject to this restriction even if the individual does not serve the full term of one of the foregoing positions by reason of resignation or otherwise.

### **2. Emergency Application Process**

If after the submission period no applications were received or no Potential Candidates were deemed eligible for a particular Elected Office, then within seven (7) days, or as soon as practical, the CCRC will open an emergency application period for thirty (30) days during which time Endorsed REALTORS® may file an application for the Elected Office at issue. The

CCRC will release a list of the Eligible Candidates by the earliest date practical following the close of the emergency application period, but in no event earlier than the Notification Date.

### 3. **Affirmation**

Applicants for NAR Office must affirm on their application that all responses are complete, true, and correct. A Potential Candidate or Appointed candidate will be subject to an investigation by the NAR's Office of General Counsel and reported to the CAWG to determine consequences for falsifying information on their application, up to and including disqualification from seeking that NAR Elected or Appointed Office.

### 4. **Confidentiality**

The work of the CCRC and CAWG vetting candidates for NAR Office, including the appeal hearing process, is confidential. After filing an application, a Potential Candidate, their state association executive and campaign manager must sign a confidentiality agreement. Any potential breach of confidentiality by a Potential Candidate, their state association executive, or campaign manager will be investigated by outside counsel selected by NAR's Office of General Counsel. Outside counsel will present their findings to a panel of three NAR past presidents, selected randomly from a pool of the ten most recent NAR past presidents not currently serving on the CCRC, for determination of any discipline.

## **E. CANDIDATE APPLICATION REVIEW PROCESS**

### 1. **Candidate Audit Workgroup Review**

The CAWG will review all timely-filed Applications for NAR Office, and receive and review the following candidate audits within thirty (30) days after the submission period.

#### **a. Financial Audit**

An outside auditor will conduct a financial audit of a candidate to ensure the candidate's ability to accept the financial burdens of holding NAR Office and to identify any material issues for the CAWG's review, including by verifying the candidate meets the Required Criteria, and reviewing a candidate's 3-bureau credit report. The outside

auditor will also review the NAR Confidential [Statement of Financial Position and Interests](https://www.nar.realtor/sites/default/files/documents/nar-confidential-statement-of-financial-position-and-interests-2022-02-10.xlsx) (https://www.nar.realtor/sites/default/files/documents/nar-confidential-statement-of-financial-position-and-interests-2022-02-10.xlsx) submitted by Potential Candidates running for President-Elect, First Vice President, or Treasurer.

**b. Legal Audit and Criminal Background Check**

NAR's Office of General Counsel will conduct a legal audit and criminal background check, and identify any material issues for the CAWG's review:

- i. Legal Audit: Candidates must provide information about any prior or pending legal and regulatory matters against the candidate or any company in which the candidate is an owner, principal, partner, or corporate officer, including pending federal, state and county litigation and/or regulatory action; final judgments; and disciplinary actions.
- ii. Criminal Background Check: A criminal background report is ordered on a candidate, and includes a search of federal, state and local criminal records.

**c. Social Media Audit**

In addition to the legal audit and criminal background check, NAR's Office of General Counsel will order a social media audit and identify any material issues for the CAWG's review. A social media audit searches a candidate's publicly available social media presence for issues such as evidence of racism, demonstrations of intolerance (including derogatory verbiage against or towards a protected group of people), violence, evidence of illegal activity, and sexually explicit content.

- i. Prior audits. If a candidate removed social media content due to a professional social media audit within three years prior to their application date, the candidate must provide a copy of the audit report and a summary of the removed content.
- ii. Social Media Guidelines. Candidates must agree to adhere to the [Social Media Guidelines for NAR Leaders](https://www.nar.realtor/state-and-local-leadership/social-media-guidelines-for-nar-leaders) (https://www.nar.realtor/state-and-local-leadership/social-media-guidelines-for-nar-leaders) should they be elected or appointed, and delete any social media post that sheds negative light on or causes embarrassment to NAR.



- iii. Media audit. Candidates for the office of President-Elect, First Vice President, and Treasurer will be subject to an online media audit, which is broader than a social media audit, conducted by a reputational search firm to analyze the online presence of the candidate within the last seven years.
- iv. Elected and Appointed Officers social media audit. For Elected and Appointed Officers, NAR's Office of General Counsel will order a social media audit at least annually that searches for issues such as evidence of racism, demonstrations of intolerance (including derogatory verbiage against or towards a protected group of people), violence, evidence of illegal activity, and sexually explicit content.

**d. Material Issues**

The CAWG may also consider in its review any material issues revealed by the candidate and/or through the financial audit, legal audit, criminal background check, and social media audit. Examples of issues that may be considered material include, but are not limited to, the following:

- Liens
- Bankruptcies (personal and business)
- Foreclosures
- Three or more accounts with late payments (60 or more days) in the current year
- REALTOR® Code of Ethics violations resulting in the termination or suspension of membership
- Evidence of discriminatory speech or conduct
- Evidence of illegal activity or violence
- Delinquent child support payments
- Late tax filings and/or payments
- Failure to comply with NAR campaign and election rules

- All criminal convictions, excluding traffic violations (however driving under the influence may be considered a material issue)
- Regulatory enforcement actions (personal or business) where a violation was found
- Pending regulatory investigations (personal or business)
- Pending litigation (personal or business)
- Judgments (personal or business)
- Items disclosed by the candidate or revealed by the candidate review which may cause an embarrassment to or shed negative light on NAR

NAR's Office of General Counsel will report to the CAWG any convictions, regulatory investigations, pending litigation, judgments or facts or circumstances that could reasonably represent a source of embarrassment or liability to NAR or conflict with the NAR policies a candidate would be required to uphold as an NAR Officer.

If after completing the candidate review, the CAWG determines there are any material issues that may prevent a candidate from being deemed an Eligible Candidate or an Appointed Officer candidate from serving, the CAWG will promptly disclose such material issue(s) to the candidate. The candidate will have ten (10) days to correct any inaccurate information or offer mitigating information relevant to such issue(s). In addition, the CAWG may, in its discretion, request a personal interview with the candidate.

## **2. Candidate Reviews**

### **a. Potential Candidate Review**

Potential Candidates must submit an Application for NAR Office in accordance with Section D(1), and will be subject to a Financial Audit, Legal Audit, Criminal Background Check and Social Media Audit. In addition, Potential Candidates running for President-Elect, First Vice President and Treasurer must submit the [NAR Confidential Statement of Financial Position and Interests](https://www.nar.realtor/sites/default/files/documents/Financial Position and Interests) ([https://www.nar.realtor/sites/default/files/documents/](https://www.nar.realtor/sites/default/files/documents/Financial Position and Interests)

nar-confidential-statement-of-financial-position-and-interests-2022-02-10.xlsx). Upon completion of the CAWG's review, the CAWG will submit to the CCRC a final recommendation as to each Potential Candidate's eligibility to run for NAR Elected Office. The CCRC will approve the list of Eligible Candidates to be released to the NAR Board of Directors on the Notification Date.

**b. Appointed Officer Review**

Appointed Officer candidates must complete an application for NAR Office, and will be subject to a Financial Audit, Legal Audit, Criminal Background Check and Social Media Audit. The CAWG will report the results of its review to the President-Elect, and then present its recommendations to the CCRC for approval. No public announcement of the President-Elect's Appointed Officers is permitted until the candidates are approved by the CCRC. Appointed Officers are required to complete anti-harassment and diversity equity and inclusion training as directed by NAR prior to taking office.

**c. Appointed Leader Review**

Appointed Leader candidates will be subject to a Social Media Audit, and the CAWG will review the results for approval. The CAWG may refer issues to the CCRC for its review, and the CCRC may request that the Leadership Team make a final determination regarding an Appointed Leader candidate's eligibility.

## **F. CANDIDATE APPEAL PROCESS**

Potential Candidates and Appointed Officer candidates have the right to appeal from the CAWG's determination of their ineligibility to hold NAR Office.

**1. Candidate Appeal Process**

- a. Within five (5) days of receipt of the CAWG's determination of a Potential Candidate's ineligibility to campaign for Elected Office or Appointed Officer candidate's ineligibility to hold NAR Office, the candidate may file a written appeal with the CCRC Chair.

- b. The Potential Candidate or Appointed Officer candidate's appeal must be in writing and include the following information:
  - i. Basis for candidate's appeal;
  - ii. Supporting documentation for the candidate's basis for appeal;
  - iii. Whether the candidate requests an opportunity to make their appeal in person; and
  - iv. Whether the candidate challenges any member of the CCRC committee from hearing the appeal.
- c. Within five (5) days of receipt of the appeal, the CCRC Chair will notify the candidate of the date of the appeal hearing. The appeal hearing will occur within 60 days from the end of the application submission period.
- d. Within ten (10) days of receipt of the appeal, the CCRC Chair will forward a copy of the candidate's appeal and supporting materials to the full CCRC for its review.
- e. Appeal hearings will be conducted virtually, unless the candidate requests to attend the hearing in person. In such event, the appeal hearing will be a hybrid format, with at least a majority of the CCRC committee (not including CAWG members) attending in person. The remaining members of the CCRC committee may be present virtually and will have full participation and voting rights.
- f. Members of the CAWG may be present, ask questions, and participate in discussions, but are excluded from voting.
- g. To prevail on appeal, the candidate must receive a 2/3 affirmative vote from the CCRC members voting at the appeal hearing.
- h. Within five (5) days of the date of the appeal hearing, , the CCRC Chair shall notify the candidate of the CCRC's decision in writing.
- i. The CCRC's decision on candidate's appeal is final.

## **2. Challenges**

- a. At the time of filing an appeal, the candidate may challenge up to three (3) CCRC members from participating in the appeal hearing for good cause. Good cause is a factor which the candidate believes would prevent a CCRC member from rendering an impartial, unbiased

and knowledgeable decision. Merely representing the same region as the candidate's anticipated campaign opponent is not grounds for a good cause challenge.

- b. Challenges will be reviewed and approved by the CCRC Chair in consultation with NAR's Office of General Counsel. Where good cause is found, the challenged member(s) will be replaced by a past CCRC member(s) who served on the CCRC in the previous two years, selected using an online randomizer program. No replacement appeal hearing panel member may be from the candidate's region, or a member of the CAWG's region.

## **G. ENDORSEMENTS**

### **1. Home State Association and Regional Endorsements**

REALTORS®, Potential Candidates, and Eligible Candidates may obtain, and provide public notice of, an Endorsement from the individual's home state association and region beginning six months prior to the submission period in which the Application for NAR Elected Office is filed. An individual's home state association and region may also provide public notice of its Endorsement; however, the individual states within the region may not Endorse until August 1 or after and in accordance with Section G(2). For purposes of clarification, state associations may endorse more than one REALTOR® for a particular office, including the office of Regional Vice President.

### **2. Institutional and Individual Endorsements**

Except as provided in Section G(1) and (3), REALTORS®, Endorsed REALTORS®, and Potential Candidates are prohibited from: a) soliciting or receiving any Individual Endorsement or Institutional Endorsement prior to August 1 of the year prior to the Election Year; and b) soliciting or receiving an individual endorsement from an NAR staff member.

### **3. Potential Candidate Campaign Team Endorsement**

After the submission period, Potential Candidates may make public the Individual Endorsement of any campaign team member identified in accordance with Section I.

## **H. CAMPAIGN FINANCIAL SUPPORT**

Potential Candidates may only accept a commitment of or receive campaign financial support from the Potential Candidate's home state association.

Beginning on August 1 of the year prior to the Election Year, an Eligible Candidate may begin accepting commitments of, and receiving campaign financial support from any individual or institution.

## **I. POTENTIAL CANDIDATE CAMPAIGN TEAM**

A Potential Candidate may assemble a campaign team of up to fourteen (14) individuals anytime during the submission period, and the names must be submitted to the CCRC by no later than the end of the submission period. Campaign team members may include individuals from within or outside of the Potential Candidate's region, and Potential Candidates may make up to two (2) substitutions of its campaign team members upon advance written notice to the CCRC.

## **J. POTENTIAL CANDIDATE AND ENDORSED REALTOR® PERMITTED ACTIVITIES**

Prior to the Notification Date, a Potential Candidate and an Endorsed REALTOR®'s campaign-related activities are limited to the following: 1) attending and speaking at a REALTOR®'s home state association or region-sponsored event, regardless of the event location, provided that the intended audience is limited to individuals from the REALTOR®'s home state or region ; 2) providing public notice of a home state association or regional endorsement; 3) creating and preparing, but not distributing, campaign materials, including but not limited to draft websites and social media profiles provided they are not publicly accessible; and 4) strategizing with their campaign team. For purposes of clarification, nothing in this section precludes a Potential Candidate from engaging in business or social relationships with other REALTORS® or from traveling outside of their region for such purposes.

## K. ELIGIBLE CANDIDATE CAMPAIGN RULES

All applicants for Elected Office are required to sign a statement acknowledging that they have read, understand and agree to comply with the NAR's campaign and election rules. Potential Candidates and Eligible Candidates may request clarification on existing campaign rules, and such questions, along with the CCRC's response, will be provided to all candidates.

Eligible Candidates and each Eligible Candidate's campaign team:

1. May begin campaigning for Elected Office on the Notification Date.
2. May not state or imply campaign support or Endorsement of NAR or any of NAR's subsidiaries or foundations.
3. May not solicit, accept, state or imply an Endorsement or campaign or financial support from the CCRC, Elected Officers or Appointed Leaders.
4. Must make best efforts to address and resolve any campaign violation committed by the Eligible Candidate or a member of their campaign team.
5. Must submit all campaign materials to NAR's Office of General Counsel for advance review and approval prior to use. Campaign materials that include previously approved language and logos do not need to be resubmitted for approval.
6. Must ensure that NAR's trademark is used properly in all campaign materials.
7. Must ensure that all campaign materials contain truthful and accurate information.
8. Must accurately specify the office and year for which the Eligible Candidate is running for election in all campaign materials.
9. Must comply with NAR rules and policies for displaying or distributing campaign materials.
10. May not distribute campaign materials on, or direct anyone to do so on their behalf, or otherwise use The Hub to conduct any campaign activity.
11. May not campaign at, or anywhere in the physical vicinity of, an NAR Board of Directors meeting.

12. Must remove all displayed campaign materials from public spaces at the REALTORS® Conference in November and the REALTORS® Legislative Meetings in May by no later than 8:00 p.m. the night before an NAR Board of Directors meeting.
13. May not hold campaign events or display campaign materials at any NAR meeting or event except the REALTORS® Conference in November and the REALTORS® Legislative Meetings in May.
14. May not distribute campaign materials to a REALTOR®'s hotel room.
15. May not display campaign advertising on a REALTOR®'s hotel room television.
16. May not display campaign advertising on any electronic screen in a hotel's public spaces.
17. May not display or distribute or have displayed or distributed on the Eligible Candidate's behalf, any campaign materials at an NAR trade expo held during a NAR meeting or event, including, but not limited to, the REALTORS® Conference in November or the REALTORS® Legislative Meetings in May.

## **L. CAMPAIGN RULE VIOLATION COMPLAINTS, SANCTIONS AND APPEAL PROCESS**

Any REALTOR® may file a written complaint with the CCRC Chair, and the CCRC may initiate a complaint, for a suspected campaign violation.

If a REALTOR®, Potential Candidate, or Eligible Candidate has a good faith belief that an NAR campaign rule violation has occurred, such individual is encouraged to first attempt to resolve the issue by contacting the allegedly offending candidate, or a representative of that candidate's campaign team. If such attempt is unsuccessful, a REALTOR®, Potential Candidate, or Eligible Candidate may file a written complaint with the CCRC Chair pursuant to the procedure outlined below.

### **1. Process for Submitting a Complaint**

- a. Written complaints must be filed with the CCRC Chair.



- b. All complaints must contain the name of the complainant, the date the complaint was submitted, and a summary of the allegations. Anonymous complaints will not be accepted.
- c. The CCRC Chair, in consultation with NAR's General Counsel, will review the complaint to determine whether the complaint sufficiently alleges that a campaign violation may have occurred. If it does, then a group consisting of the CCRC Chair or their designee, NAR's General Counsel, and one member of the CAWG selected by the CCRC Chair and NAR's General Counsel will contact the respondent directly and attempt to resolve the matter in a mutually agreeable manner, which may include the imposition of a sanction. If the matter is not resolved, the CCRC Chair, or their designee, may assemble a five-member panel consisting of members of the CCRC to investigate and consider the matter.
- d. If a panel is assembled, the panel may request the complainant and/or respondent to provide additional information, or appear before the panel in person or remotely. The panel is not bound by the rules of evidence and may consider any evidence in an attempt to determine whether a campaign violation has occurred. The CCRC Chair, or their designee, will serve as chair of the panel.
- e. The resolution of the matter must be agreed upon by a majority vote of the panel.
- f. The CCRC Chair, in consultation with NAR's General Counsel, will document the resolution of the matter and communicate such resolution to respondent. There is no obligation to communicate the panel's decision to the complainant.
- g. If the respondent wishes to appeal the sanction or the panel's decision for any reason, an appeal may be filed with the CCRC Chair. Complainants have no appeal right.

## **2. Sanctions**

If a campaign violation is deemed to have been committed, the panel has the discretion to impose any one or more of the following sanctions:

- a. Confidential written warning to the candidate, with a copy to the candidate's campaign manager and the candidate's home state association's chief executive officer.
- b. Confidential cease and desist letter to the candidate, with a copy to the candidate's campaign manager and candidate's home state association's chief executive officer.
- c. Confidential letter of censure to the candidate, with a copy to the candidate's campaign manager, the candidate's home state association's chief executive officer, and home state officers.
- d. Confidential letter of censure to the candidate, with a copy to the candidate's campaign manager, the Regional Vice President of the candidate's region, and each state president and state association's chief executive officer within the candidate's region.
- e. Public letter of censure read at the next Eligible Candidates Forum.
- f. Letter of censure delivered to the NAR Board of Directors.
- g. Prohibition from running for NAR Elected Office during the current and immediately following election cycle.

### **3. Appeal Process**

- a. Within five (5) business days of the respondent's receipt of notice of the panel's decision, respondent may file a written appeal, which must include information supporting the basis of the appeal.
- b. Within three (3) business days of receiving the candidate's appeal, the CCRC Chair will notify appellant of the date and time for the hearing.
- c. Appellant has the right to present their appeal to the full CCRC. Members of the CCRC who served as part of the original review panel are excluded from the appeal, except that the CCRC Chair shall preside over the proceeding, but not vote. Appellant will have thirty (30) minutes to present any relevant evidence to the CCRC.

- d. The CCRC will review the complaint anew, affording no deference to the five-member panel's previous decision.
- e. Within five (5) days of the appeal hearing, the CCRC Chair will notify the appellant of the CCRC's decision on the appeal.
- f. The CCRC's decision is final.

## **M. ELECTION OF REGIONAL VICE PRESIDENT CANDIDATES**

Beginning on the first Monday in October and for a two-week period thereafter, NAR will conduct an online election in each Region whereby NAR directors in a Region may vote to elect its Regional Vice President candidate to be voted on by the NAR Board of Directors. The Eligible Candidate receiving the majority of the votes cast will be deemed the winner of the regional election and will be placed on the slate at the next NAR Board of Directors' election. If no Regional Vice President Eligible Candidate receives a majority vote, a run-off election will be held between the two Eligible Candidates with the highest votes. Prior to the regional election, Regions may permit NAR Directors in its Region to interview and endorse Regional Vice President Eligible Candidates.

## **N. NAR ELECTION AND INSTALLATION OF ELECTED OFFICERS**

### **1. REALTORS® Legislative Meetings**

The NAR Board of Directors elects the Elected Officers by secret ballot at the REALTORS® Legislative Meetings. The Eligible Candidate receiving a majority vote shall be declared the winner; and if no Eligible Candidate on the ballot receives a majority vote, then the two Eligible Candidates receiving the greatest number of votes will remain on the ballot and a run-off election will be held as between those two Eligible Candidates. After the election is held, all voting record files will be promptly destroyed.

### **2. NAR NXT, The REALTOR® Experience**

The NAR President is installed during a leadership celebration at NAR NXT; the other NAR Officers are installed during the Board of Directors meeting at NAR NXT and will take office the day following the official close of the NAR NXT (See Article XI, Section 2 of NAR's Constitution).

## **O. REMOVAL OF NAR ELECTED OFFICERS**

### **1. Removal of Elected Officers**

Any request for removal of an NAR Officer must be submitted to the CCRC in writing and signed by an NAR Director as set forth in Section O(2). If the CCRC finds that reasonable cause exists for removal of the NAR Officer, the CCRC will forward the removal request to the Board of Directors for deliberation at their next meeting and the Elected Officer at issue will be given an opportunity to respond to the removal request prior to a vote at said meeting. An Elected Officer may be removed by a majority vote of the Board of Directors, provided that a quorum is present at such meeting and that notice of the removal request was submitted to the Directors at least 30 days in advance of the meeting.

### **2. Request to Remove an Elected Officer**

Any request to remove an Elected Officer will be processed as follows:

- a. A written request for removal of an Elected Officer must be signed by an NAR Director and submitted to the CCRC Chair.
- b. The request must state with specificity the basis for the removal, including the alleged misconduct, failure to meet a fiduciary duty, or failure to meet an existing performance expectation. Misconduct includes:
  - i. Being charged with or convicted of a crime involving fraud, real estate-related activities, or moral turpitude, or
  - ii. Anything that may cause embarrassment to or shed negative light on NAR.

- c. The CAWG will review the request, and may conduct further investigation, to first determine whether there is reasonable cause for the officer's removal. The CAWG may request a written response from the Elected Officer.
- d. If the CAWG determines reasonable cause exists, the CAWG will refer the matter to the CCRC for its review and approval to send to the Board for its consideration.

## **P. CCRC: OVERVIEW AND RESPONSIBILITIES**

### **1. Purpose**

To determine candidate eligibility for all Elected and Appointed Officers and Appointed Leaders, and to establish, monitor and enforce campaign and election rules, and preside over any appeals. See Article X, Section 2 of NAR's Constitution.

### **2. Composition**

- a. The CCRC is composed of seventeen (17) members as follows:
  - Chair (Past President twice removed)
  - Vice Chair (Immediate Past President)
  - The Immediate Past Chair
  - One (1) past president as outlined by the formula below (formula approved by the Past Presidents' Advisory Committee):

#### **FORMULA FOR PAST PRESIDENT REPRESENTATION**

**(AS AMENDED MAY 2019)**

1st Year Out of Office	Vice Chair
2nd Year Out of Office	Chair
3 <sup>rd</sup> Year Out of Office	Immediate Past Chair
5th Year Out of Office	Member of Committee
7th Year Out of Office	1 <sup>st</sup> Alternate
13th Year Out of Office	2 <sup>nd</sup> Alternate

- Thirteen (13) members, one from each Region appointed in accordance with Article X of NAR's Constitution, provided such member has not served on the CCRC during the year immediately preceding the year of appointment, and has served as either a Regional Vice President during the preceding five years or as a NAR director during at least two of the preceding five years.
- b. Vacancies in committee leadership will be filled:
  - In the event of a vacancy in the Chair position, the most recent, and available, predecessor shall serve as Chair.
  - In the event of a vacancy in the Vice Chair position, the committee will select a committee member in the second year of their committee term to serve as Vice Chair, and an individual will be appointed to serve the remaining term of that committee member's position in accordance with Article X of NAR's Constitution.

### **3. Responsibilities**

- a. The Chair is responsible for advising committee members of any significant issues brought to their attention and preparing correspondence on behalf of the CCRC.
- b. To represent REALTORS® interests in maintaining a fair and efficient campaign and election process for Elected Office.
- c. To make decisions free of the influence of any personal matters.
- d. To abide by the Campaign and Endorsement Policies for CCRC Members outlined in Section P.
- e. To maintain strict confidence regarding all committee deliberations.
- f. Logistics for the meetings of the committee is an administrative function of NAR, under the supervision of the CEO.
- g. CCRC meetings are confidential, and are therefore closed meetings, except to delegations appearing at the pleasure of the CCRC.

- h. To establish a consistent format for the Eligible Candidates Forum, and to plan and conduct the Eligible Candidates Forum at the NAR NXT Conference and the REALTORS® Legislative Meetings. An Eligible Candidates Forum will be held for all races for First Vice President or Treasurer, whether contested or uncontested.
- i. To host a conference call with Eligible Candidates promptly following the Notification Date, and in advance of the NAR NXT Conference and the REALTORS® Legislative Meetings.
- j. To provide notification of the Eligible Candidates to the NAR Board of Directors.
- k. To inform Eligible Candidates of the locations where campaign materials may be displayed or distributed at NAR's meetings and events.

#### **4. Nepotism Policy**

A committee member who is related to a Potential Candidate within four degrees, whether by blood, marriage, legal action, or domestic partnership, may not serve on the CCRC. For purposes of this policy, the term "related" means relationships established by blood, marriage, legal action, or domestic partnership, such as spouse, mother, father, son, daughter, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepparent, stepchild, stepsibling, aunt, uncle, nephew, niece, grandparent, grandson, cousin, and domestic partners and their children. A domestic partner is a person with whom the committee member's life is interdependent and who shares a common residence.

#### **5. Breach of Confidentiality**

When there is a potential breach of confidentiality by a CCRC member, NAR's Office of General Counsel will select outside counsel to conduct an investigation. Outside counsel will present their findings to a panel of three (3) past presidents, selected randomly from a pool of the ten (10) most recent NAR past presidents not currently serving on the CCRC, for determination of any discipline.

## Q. CAWG: OVERVIEW AND RESPONSIBILITIES

### 1. Purpose

To review candidate applications, and the financial audit, legal audit, social media audit, and criminal background reports for each Potential Candidate, and to report any significant issues to the CCRC. See Article X of the NAR Constitution.

### 2. Composition

The CAWG is composed of five (5) members: the CCRC Chair, the Vice Chair, and three regional representatives selected using an online randomizer program.

## R. CCRC CAMPAIGN ENDORSEMENT POLICIES

Article X, Section (G) of NAR's Constitution prohibits CCRC members from endorsing candidates for NAR Elected Office. The prohibition means CCRC members:

1. May not introduce or speak on behalf of a candidate or participate in photo opportunities with candidates.
2. If a CCRC member attends a campaign event, then he or she should attempt to attend campaign events of all candidates to avoid any appearance of favoritism.
3. May not wear or distribute campaign-related items.
4. May view information on candidates' websites and social media platforms, but must refrain from taking any action that is, or could be construed as, an Endorsement. For example, "liking" or "following" a candidate's campaign social media page is prohibited.
5. May not serve on a candidate's campaign team.
6. Must abstain from voting on any candidate Endorsement in the CCRC member's home state or region.



If it comes to the attention of the CCRC Chair that a CCRC member has violated the Campaign Endorsement Policies, the CCRC Chair, in consultation with NAR's General Counsel, will address the alleged violation and determine an appropriate resolution of the violation.

## S. QUALIFICATIONS FOR ELECTED OFFICE

### 1. Office of President, President-Elect and First Vice President

- a. Candidates must meet the following required qualifications
  - i. Have served within NAR's governance structure within the past five (5) years;
  - ii. Have earned and maintained active status for C2EX or another designation offered by NAR or an Institute, Society, or Council prior to filing an application for NAR Elected Office; and
  - iii. Have completed At Home with Diversity, Fairhaven, and Implicit Bias training prior to filing an application for NAR Elected Office.
  - iv. Have completed antiharassment and diversity equity and inclusion training as directed by NAR prior to taking office.
  - v. Have served in NAR governance on a national committee.
  - vi. Have served in at least one of the following positions:
    - a) State association president;
    - b) National president of an NAR Institute, Society or Council;
    - c) Currently serving as an NAR Director;
    - d) Have served as an NAR Director for a minimum of two years within the past six years;
    - e) NAR appointed Vice President;
    - f) Committee Liaison; or
    - g) Committee or advisory board chair or vice chair (does not include forum).
- b. Desired leadership qualities and ability to achieve the mission of the Organization

- i. Candidate is aligned with NAR's mission statement.
  - ii. Candidate has leadership ability to move the agenda and vision of NAR with his/her own style and talent to mobilize the state and local associations.
  - iii. Candidate exercises personal leadership in the motivation of other REALTORS®, i.e., officers, state and local association members, committee members, and membership.
  - iv. Candidate is open to new ideas and concepts even when taking a new direction may involve risk-taking.
  - v. Candidate has personal leadership capabilities to influence the establishment of goals and objectives of NAR; candidate is persistent in carrying forth ideas and directions that may be unpopular to some.
  - vi. Candidate possesses presentation skills and presence to serve as chief spokesperson and leader; ability to monitor and evaluate NAR's performance and effectiveness.
  - vii. Candidate possesses a knowledge and understanding of the NAR's programs and initiatives and is able to counsel NAR's governing bodies regarding its programs, policies, priorities, objectives, goals and organizational structures.
  - viii. Candidate is able to set up alternative management of his/her real estate business to allow the candidate to commit the enormous amount of time and energy to the Office.
  - ix. Candidate will represent the members' interests.
- c. Experience within the REALTOR® organization
- Candidate should have served in some of the following capacities:
- i. Service as an NAR director.
  - ii. Service as chairman of NAR committee(s).
  - iii. Service as Regional Vice President.
  - iv. Service on NAR Executive Committee.

- v. Service on NAR Strategic Planning Committee.
- vi. Service in other NAR position.
- vii. Service as state president.
- viii. Service as board president.
- ix. Service as leader in Affiliate organization.

## **2. Office of Treasurer**

- a. Candidates must meet the following required qualifications
  - i. Have served within NAR's governance structure within the past five (5) years;
  - ii. Have earned and maintained active status for C2EX or another designation offered by NAR or an Institute, Society, or Council prior to filing an application for NAR Elected Office;
  - iii. Have completed At Home with Diversity, Fairhaven, and Implicit Bias training prior to filing an application for NAR Elected Office; and
  - iv. Have completed anti-harassment and diversity equity and inclusion training as directed by NAR prior to taking office.
  - v. Have served in NAR governance on a national committee.
  - vi. Have served in at least one of the following positions:
    - a) State association president;
    - b) National president of an NAR Institute, Society or Council;
    - c) Currently serving as an NAR Director;
    - d) Have served as an NAR Director for a minimum of two years within the past six years;
    - e) NAR appointed Vice President;
    - f) Committee Liaison; or
    - g) Committee or advisory board chair or vice chair (does not include forum).

- b. Desired leadership qualities and ability to oversee the assets and obligations of the organization
  - i. Candidate is aligned with NAR's mission statement.
  - ii. Candidate exercises personal leadership in the motivation of other REALTORS®, i.e. officers, state and local association members, committee members, and membership.
  - iii. Candidate has personal leadership capabilities to influence the establishment of goals and objectives of NAR; candidate is persistent in carrying forth ideas and directions that may be unpopular to some.
  - iv. Candidate demonstrates the ability to think strategically and/or operationally depending on the business issue at hand.
  - v. Candidate has thorough experience in reviewing and interpreting financial statements, analyzing investment opportunities, and implementing budgeting processes in the management of a business organization.
  - vi. Candidate must be interested in, willing and available to be immersed in the budgeting and financial oversight of the financial management of NAR.
  - vii. Candidate possesses presentation skills and presence to serve as manager of NAR's assets.
  - viii. Candidate possesses a knowledge and understanding of NAR's programs and initiatives.
  - ix. Candidate is able to set up alternative management of his/her real estate business to allow the candidate to commit the enormous amount of time and energy to the Office.

c. Experience within the REALTOR® organization

Candidate should have served in some of the following capacities:

- i. Service on the NAR Finance Committee.

- ii. Service as an NAR director.
- iii. Service as chairman of NAR committee(s).
- iv. Service as Regional Vice President.
- v. Service on NAR Executive Committee.
- vi. Service on NAR Strategic Planning Committee.
- vii. Service in other NAR position.
- viii. Service as state president.
- ix. Service as board president.
- x. Service as state treasurer.
- xi. Service as board treasurer.
- xii. Service as leader in Affiliate organization.

### **3. Regional Vice President**

Regional Vice Presidents must meet the following requirements<sup>1</sup>

- a. Have served within NAR's governance structure within the past five (5) years;
- b. Have earned and maintained active status for C2EX or another designation offered by NAR or an Institute, Society, or Council prior to filing an application for NAR Elected Office;
- c. Have completed At Home with Diversity, Fairhaven, and Implicit Bias training prior to filing an application for NAR Elected Office;
- d. Have completed anti-harassment and diversity equity and inclusion training as directed by NAR prior to taking office;
- e. Have other REALTOR®, civic or government experience indicating leadership ability leadership;

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<sup>1</sup> State associations and regions are prohibited from establishing any other criteria for RVP eligibility.

- f. Have served in NAR governance on a national committee; and
- g. Have served in at least one of the following positions:
  - i. State association president;
  - ii. National president of an NAR Institute, Society or Council;
  - iii. Currently serving as an NAR Director;
  - iv. Have served as an NAR Director for a minimum of two years within the past six years;
  - v. NAR appointed Vice President;
  - vi. Committee Liaison; or
  - vii. Committee or advisory board chair or vice chair (does not include forum).

## **T. ELECTED OFFICES: FUNCTIONS, DUTIES, RESPONSIBILITIES AND AUTHORITY**

### **1. President**

#### **a. Basic Functions**

- i. The President shall serve as Chief Elected Officer, representing the entire membership and the best interests of NAR, the states, boards, and affiliated Institutes, Societies and Councils.
- ii. Exercises personal leadership in the motivation of other officers, board members, committee members, and membership.
- iii. Influences the establishment of goals and objectives for NAR during term of office.
- iv. Acts as chief spokesperson and leader and takes an important part in monitoring and evaluating NAR performance and effectiveness.
- v. Encourages coordination of programs within NAR family - states, boards, and affiliated Institutes, Societies and Councils.

- vi. Establishes, develops, and maintains relationships with other individuals, groups, and associations outside NAR's membership for the mutual benefit of the land and housing industry.
- vii. The Chief Executive Officer is subject to his/her oversight and direction, and through him/her, the entire NAR staff.

b. Duties, Responsibilities and Authority

Within the limits of the Constitution, Bylaws, policies, and priorities of the NAR Board of Directors, the Chief Elected Officer is responsible and has commensurate authority to accomplish the duties as set forth below:

- i. Speaks for NAR in stating and interpreting NAR policy to the press, the public, legislative bodies, and other organizations.
- ii. Advocates public policy favorable to the real estate industry and our members' rights to achieve their professional and civic objectives.
- iii. Attends meetings of the states, and on some occasions, boards, to encourage increased participation in NAR activities and solicit comments on the effectiveness of NAR in serving its members.
- iv. Promotes active participation in NAR at all levels and in all professional areas.
- v. Presides at meetings of the Delegate Body, the Board of Directors, and the Executive Committee.
- vi. Informs the Delegate Body, Board of Directors, Executive Committee, and other NAR Officers on the conditions and operations of NAR.
- vii. Appoints committee chairs of NAR committees and task forces; outlines the purpose and duties of these committees and monitors progress, with the assistance of the Vice Presidents, who are appointed by the President.

- viii. Gives counsel to the legislative bodies - Executive Committee, Board of Directors, and Delegate Body - in the review of priorities, programs, policies, objectives, goals, and organizational structures.
- ix. Supports and defends policies and programs adopted by the Delegate Body, Board of Directors and Executive Committee.
- x. Reports NAR's condition and progress to members and leaders.
- xi. Nurtures coalitions with other industry organizations and professional associations with common objectives.
- xii. Coordinates the affiliated Institutes, Societies and Councils to eliminate overlap, achieve efficiency, and better serve members.
- xiii. Oversees development of the budget for his/her elective year.
- xiv. Recommends changes in priorities and resource allocation to the Executive Committee and Board of Directors and monitors the financial conditions of NAR.
- xv. Oversees the performance of the Chief Executive Officer to insure that the priorities, programs, objectives and goals of NAR are accomplished within the policies established by the Board of Directors.

## **2. President-Elect**

### **a. Basic Functions**

- i. The President Elect is second to the President in leadership and as a spokesperson.
- ii. Develops and cultivates, on behalf of the President, productive relations with local, state and regional REALTOR® leaders and the affiliates of NAR.
- iii. Recommends to the President changes in priorities and programs and resource use.

### **b. Duties, Responsibilities and Authority**

- i. Fulfills the responsibilities of the President in the absence of the President.



- ii. Supports and defends policies and programs adopted by the Board of Directors and Executive Committee.
- iii. Promotes active participation in NAR on the part of the membership.
- iv. Confers with the state and board leadership to develop and achieve annual goals and objectives as they relate to the long-range plans of NAR.
- v. Represents NAR at state and board meetings and conventions as assigned.
- vi. Participates with the President at meetings with shelter industry groups and other coalitions, franchises, and referral organizations.

### **3. First Vice President**

#### **a. Basic Functions**

- i. The First Vice President is third to the President in leadership and as a spokesperson.
- ii. Develops and cultivates on behalf of the President productive relationships with the affiliates of NAR.
- iii. Participates most actively with the development of the Strategic Plan and provides ongoing counsel to the Strategic Thinking Advisory Committee.

#### **b. Duties, Responsibilities and Authority**

- i. Fulfills the responsibilities of the President in the absence of the President and President-Elect.
- ii. Serves as the chair at meetings of the Regional Vice Presidents as designated by the President.
- iii. Supports and defends policies and programs adopted by the Board of Directors and Executive Committee.
- iv. Promotes active participation in NAR on the part of the membership.
- v. Represents NAR at state and board meetings and conventions as assigned.

#### 4. Treasurer

##### a. Basic Functions

- i. The Treasurer serves as custodian of the funds and disbursing agent for NAR and its affiliated Institutes, Societies and Councils.
- ii. Influences the establishment of goals and objectives relating to the financial management of NAR during the term of office.
- iii. Acts as chief financial spokesperson. Recommends to the President changes in priorities to programs and resource use.

##### b. Duties, Responsibilities and Authority

- i. Serves as chair of the Finance Committee.
- ii. Works with the Budget Review Process to develop the NAR's objectives specifically of a financial nature.
- iii. Promotes active participation in NAR on the part of membership.
- iv. Represents NAR at state and board meetings and conventions as assigned.
- v. Provides oversight in the financial administration of NAR and its affiliated Institutes, Societies and Councils.
- vi. Treasurer shall be responsible for the deposit of funds and securities in such depositories and in such manner as the Board of Directors may designate.
- vii. Assists President in developing the budget during his/her year.
- viii. Works with the Chief Executive Officer in understanding and communicating the importance of NAR's human resource assets.

## 5. Regional Vice President

### a. Role

The Regional Vice President is an Officer of the National Association of REALTORS®. The role of the Regional Vice President is to focus on the issues and specific duties that support NAR initiatives and effective decision making at the national level, as directed by NAR. See Article VII, Section 3(A) of the NAR Constitution.

### b. Duties, Responsibilities and Authority

- i. Lead and coordinate activities to ensure all significant NAR initiatives or proposals that require Board of Directors approval are thoroughly discussed and vetted by the Region's NAR Directors and state leadership.
- ii. Share the needs and perspectives of REALTOR® members of the Region, while demonstrating fiduciary responsibility to NAR and the best interests of the entire membership.
- iii. Lead and facilitate Regional Caucus meetings according to an agenda set by NAR to ensure an understanding of the issues and to gather the perspectives of the NAR Directors.
- iv. Support NAR strategic planning efforts by identifying trends and emerging issues in the Region as part of the environmental scanning process.
- v. Promote and act as a resource in the Region for NAR activities, programs, and services.
- vi. In support of states' efforts, serve as a resource for new Directors from the Region, and encourage their full participation during Board meetings, Regional Caucuses and in other meetings and forums during the REALTORS® Conference and REALTORS® Legislative Meetings.
- vii. Support the NAR Leadership Team and the Leadership Identification and Development Committee in identifying future NAR leaders.

c. Performance Expectations

- i. Attend all RVP, Executive Committee and Board of Directors meetings.
- ii. Attend incoming RVP orientation.
- iii. Attend RVP media and spokesperson training.
- iv. Attend RVP legislative briefing during REALTOR® Party Training Conference.
- v. Be well versed and conversant in NAR policies, programs, and initiatives, as well as the goals and priorities of the NAR Strategic Plan.
- vi. Be well prepared to lead engaging, productive meetings and create an environment for meaningful discussion.
- vii. Meet virtually, a minimum of four times a year, with NAR Directors and state leaders in the Region.
- viii. Participate in at least one virtual or in-person Board of Directors meeting a year of each state in the Region.
- ix. Attend NAR-approved meeting management and facilitation training, including engaging diverse participants, strategic issue deliberation, consensus building, and managing different personalities and points of view.
- x. Take direction, oversight and coaching from NAR First Vice President to ensure that duties are being carried out and successful.
- xi. Assist NAR in conducting an annual survey of NAR Directors in their Region to assess satisfaction and efficacy of Regional Caucus meetings and opportunities for members to engage and share perspectives.
- xii. Shadow current RVPs to be better prepared for assuming the duties.

## APPENDIX:

Campaign Endorsement Prohibition Policy

Event Compensation Policy

*Select policies are included in the Campaign and Election Rules Manual at the request of the Leadership Team, so that Eligible Candidates are aware of these policies prior to taking office. NAR Elected and Appointed Officers are expected to adhere to and uphold all policies adopted by the Board of Directors, the Executive Committee and the Leadership Team.*

# CAMPAIGN ENDORSEMENT & PROHIBITION POLICY

## NATIONAL ASSOCIATION OF REALTORS® ELECTED AND APPOINTED OFFICERS

(Last Updated 02.24.20)

This policy applies to the National Association of REALTORS® (NAR) President, President-Elect, First Vice President, Vice President of Association Affairs, Vice President of Advocacy, Treasurer, Immediate Past President and Regional Vice Presidents, REALTOR® Party Director, REALTOR® Party Fundraising Trustees Chair, RPAC Major Investor Council Chair, RPAC Participation Council Chair, and Committee Liaisons (“NAR Elected Officers and Appointed Leaders”). During their term of office, NAR Elected Officers and Appointed Leaders must not take any of the following actions with respect to a REALTOR®’s campaign for NAR elected office, and the Leadership Team is further prohibited from taking any of the following actions with respect to a REALTOR®’s campaign for elected office at a state or local REALTOR® association, an NAR Institute, Affiliate or Council, and any other real estate- related membership organization:

- Publicly endorse any candidate for office.
- Directly or indirectly, have any involvement in or provide support to a candidate’s campaign.
- Introduce or speak on behalf of a candidate at a campaign event. However, NAR Elected Officers and Appointed Leaders may attend campaign events, but should attempt to attend campaign events of all candidates so that there is no appearance of endorsement of a particular candidate.
- Appear in photos with candidates. However, if an NAR Elected Officer is also a candidate, then other NAR Elected Officers may appear in photos with such candidate when the photo is taken in the course of acting on behalf of NAR (i.e., a photo of the entire Leadership Team). Any photo taken for this purpose may not be used by the candidate in any campaign material, including a campaign website or campaign social media page.
- Wear or distribute campaign paraphernalia (e.g., buttons).
- Post a comment on or “like” a candidate’s campaign website or social media page, or take any other action that could be reasonably construed as endorsing or promoting a candidate.
- Serve on a candidate’s campaign committee.
- Vote on any candidate’s state or regional endorsement.

NAR Elected Officers and Appointed Leaders should make every reasonable effort to provide all candidates with comparable exposure and appointments during their candidacy.

Any NAR Elected Officer or Appointed Leader deemed to in violation of this policy by the Credentials and Campaign Rules Committee (CCRC) is subject to the following sanctions:

- For first violations, the Chair of the CCRC will inform the appropriate candidate of the NAR Elected Officer’s or Appointed Leader’s violation, and the candidate will inform the NAR Elected Officer or Appointed Leader of their violation and require that such activity cease.

For second violations, the CCRC will send a letter to the NAR Board of Directors notifying them of the violation.

## **LEADERSHIP TEAM EVENT COMPENSATION POLICY**

NATIONAL ASSOCIATION OF REALTORS®

(Last Updated 05.24.23)

Members of the Leadership Team must not accept compensation from third parties for attending, presenting, or training at third party events in the real estate industry unless the Leadership Team provides advanced consent for such arrangement; except that it is permissible for members of the Leadership Team to accept compensation of less than \$5,000 per day for teaching continuing education courses provided that such course is not taught in-person within 7 days of when the Leadership Team member has appeared or will appear in that state using NAR travel funds.