

1. **PURPOSE:**

To define ICANN's policy concerning staff members who own or operate a business and/or engage in other employment or engagement (including contracting or consulting work), whether paid or unpaid, while actively working with ICANN (collectively referred to as Outside Business Activities).

ICANN desires to ensure that Outside Business Activities do not adversely affect a staff member's performance of his or her duties for ICANN, create conflicts of interest, scheduling problems, distractions, and other problems that could negatively impact ICANN's interests. Because of these concerns, Outside Business Activities, are generally discouraged (except for part time staff).

2. **POLICY:**

- A. All staff members must notify ICANN via the Outside Business Activity Disclosure Forum of any Outside Business Activities.
- B. Staff members cannot perform any services for compensation or engage in Outside Business Activities that create an actual, potential or perceived conflict of interest with ICANN's business or interfere with the staff member's performance of services to ICANN in any way.
- C. If ICANN, in its sole discretion, determines that any staff member has violated this policy, it reserves the right to take any and all steps it determines appropriate under the circumstances, up to and including termination of employment or engagement, subject to limitations imposed by applicable laws.
- D. ICANN reserves the right to terminate the employment or engagement of any individual whose Outside Business Activities interfere with his or her job performance, regardless of whether those Outside Business Activities create an actual, potential or perceived conflict of interest with ICANN, subject to limitations imposed by applicable laws.

Questions regarding this policy should be directed to Global Human Resources.