

**American Institute of Constructors**

**Constructor Certification Commission Document No. 79**

**Managing Real and Perceived Issues Impacting Impartiality**

Before taking any official action on any issue that comes before the Constructor Certification Commission, the Commission must formally consider any issues that may result in a decision that may be perceived as impartial by utilizing this document. When a threat to impartiality is identified as real or perceived, the Commission must include this in any deliberations concerning the respective issue, in accordance with its Policies and associated Documents, with the goal of mitigating the respective threat. The deliberations must be documented in the respective meeting minutes including how the real or perceived threat was identified and mitigated.

Threats to impartiality include, but may not be limited to the following:

1. Self-interest threats – threats that arise from a person or body acting in its own interest to benefit itself.
2. Subjectivity threats – threats that arise when personnel bias overrules objective evidence.
3. Familiarity threats – threats that arise from a person being familiar with or trusting of another person, e.g. an examiner or certification body personnel developing a relationship with a candidate that affects the ability to reach an objective judgment.
4. Intimidation threats – threats that prevent a certification body or its personnel from acting objectively due to fear of a candidate or other interested party.
5. Financial threats – sources of revenue for a certification body.
6. Other

**Real or Perceived Threat Log**

To more effectively track and understand real or perceived threats, the Commission has developed the log below to relate to the possible identified types of threats. It should be noted that those threats shown are not limited to others that may arise as identified in the list of threats to impartiality noted above.

<b>Decision or Action</b>	<b>Threat Type</b>	<b>Impact</b>	<b>Mitigation Strategy</b>
Test site to cease testing based on an action of the Commission.	Intimidation	Loss of a testing site, revenue, and credibility to other test sites.	
Threat of a contractor to increase fees.	Financial	Increase expenses.	

Competing organization develops a competing certification	Financial	Loss of market space and revenue.	
Advancement of competing certification	Financial	Lack of revenue and market share	
Conflict within an exam site	Lack of standards	Credibility lost.	
Managing examination sites	Lack of standards	Credibility lost	
Loss of subject matter experts to competing organizations	Subjectivity	Loss of knowledge	
Loss of support from academia	Financial	Loss of revenue and support from university sites.	
Auditing diverse examination sites each year	Financial	Loss of diversity of examination site audits	

**Revision History:**

Last Revision: 02/22/2022