



Statements Of Policy

Section B

Outer Banks Association of REALTORS®
Statements of Policy - Section B

Table of Contents

Section B of the Association's Policies is a supplementation to the National Association of REALTORS® Code of Ethics and Arbitration Manual, which is necessary to adapt specified provisions to conform to local policy and comply with state law. This section identifies those provisions and the options adopted by this Association. All other provisions of NAR's Code of Ethics and Arbitration Manual will be followed as written.

<u>SECTIONS</u>	<u>PAGE#</u>
1. General Policies	B-1
2. Ethics General Provisions	B-2
2.1. Board Definitions	
2.2. Qualifications for Tribunal	
2.3. Conduct of Hearing	
2.4. Cell Phones Not Permitted	
3. Membership Duties and Their Enforcement	B-2
3.1. Nature of Discipline	
3.2. Selection and Appointment of the Grievance Committee	
3.3. Selection and Appointment of the Professional Standards Committee	
4. The Grievance Committee in Ethics Proceedings	B-4
5. The Ethics Hearing	B-4
5.1. Initiating an Ethics Hearing	
5.2. Ethics Hearing	
5.3. Decision of Hearing Panel	
5.4. Action of the Board of Directors	
6. Arbitration General Provision	B-6
6.1. Qualifications for Tribunal	
6.2. Conduct of Hearing	
7. Arbitration and Dispute	B-6
7.1. Duty and Privilege to Arbitrate	
7.2. Board's Right to Decline Arbitration	
7.3. Manner of Invoking Arbitration	
7.4. Submission to Arbitration	
7.5. Preliminary Judicial Determination Prior to Imposition of Discipline	
7.6. Arbitration Hearing	
7.7. The Award	
7.8. Costs of Arbitration	
7.9. Request for Procedural Review by the Board	
7.10. Enforcement	
8. Initiation of Mediation Proceedings	B-11
Appendix 1. Agreement Between Outer Banks & Albemarle Area Boards of REALTORS® to Establish Multi-Board Professional Standards Enforcement Procedures	B-12

Outer Banks Association of REALTORS[®] Policy Manual

Section B. Professional Standards

The purpose of this section of the Policy Manual is to supplement the National Association of REALTORS[®] *Code of Ethics and Arbitration Manual*. The Manual allows for the Outer Banks Association of REALTORS[®] (OBAR) to adapt specified provisions to conform to local policy and comply with state law. This section identifies those provisions and the options or policy adopted by the Board of Directors. All other provisions of the Manual will be followed as written.

1. General

- 1.1. The NAR *Code of Ethics and Arbitration Manual* is adopted verbatim, inclusive of the adoption of North Carolina Association of REALTORS[®] amendments.
- 1.2. Complete Arbitration files will be retained for three years after all allowances for Appeal are exhausted and/or the Award is paid.
- 1.3. Ethics decisions and files will be retained after all Appeal periods are past.
- 1.4. The Professional Standards Administrator for the Association shall be the Executive Officer, who shall be certified by the National Association of REALTORS[®] according to its requirements.
- 1.5. The names of individuals found in violation of the Code of Ethics or other membership duties shall not be published.
- 1.6. Multi Association Hearings.
 - 1.6.1. Expenses related to the administration of a multi-Association Hearing shall be shared by the signatory Associations.
 - 1.6.2. If another Association provides a Hearing Panel, court stenographers and/or Professional Standard Administrator for an OBAR case heard at the other Association site, the hosting Association shall be reimbursed for the stenographer fees.
 - 1.6.3. Panelists from other Associations required to travel to OBAR to complete a Panel shall be reimbursed for mileage by OBAR.
- 1.7. Use of Panels in place of the Board of Directors.
 - 1.7.1. Any matter brought before the Board of Directors may be considered by a panel of the members of the Board of Directors appointed by the President for that purpose.

Five (5) members of the Board of Directors shall constitute such a panel, which shall act on behalf of the Board of Directors. The decision of the panel shall be final and binding and shall not be subject to further review by the Board of Directors.

- 1.7.2. In appointing panel members, the following recommended criteria will be considered:

- number of years as a REALTOR®
- number of years in the real estate business
- primary and secondary fields of real estate endeavor/expertise
- participation in post-licensing real estate education
- training in the Code of Ethics
- position in firm (principal, non-principal)
- size of firm
- common sense
- open-mindedness
- familiarity with state(s) laws and regulations
- receptiveness to instruction/training
- other relevant professional or procedural training

2. **Part one-Ethics General Provisions**

- 2.1. “Board” means Board of Directors, Outer Banks Association of REALTORS®.
- 2.2. Qualifications for Tribunal (Section 2). Promptly upon their selection, each member of a tribunal (except any member of the Grievance Committee) shall sign a statement (1) that the member is not disqualified for any of the foregoing reasons, and (2) that he/she shall disclose to the parties and the tribunal any other known facts that a reasonable person would consider likely to affect the impartiality of the tribunal member (Form #E-10, Certificate of Qualification, Part Six of the NAR Manual). A tribunal member has a continuing obligation to disclose to the parties and the tribunal any facts that he/she learns after accepting appointment which a reasonable person would consider likely to affect the impartiality of the tribunal member.
- 2.3. Conduct of Hearing (Section 6). The Board instructs that Hearing Panels shall tape record ethics and arbitration hearings. The Board prohibits parties from recording hearings, appeals or limited procedural review proceedings. A party may not have a court reporter or recorder present at the hearing, and may not tape record the proceeding unless the Board utilizes a court reporter in lieu of tape recording, in which case a party may tape record the proceeding.
- 2.4. Cell Phones. Cell phones belonging to the claimant, the respondent, or witnesses will not be allowed in the hearing room during the conduct of the tribunal.

3. **Part Two—Membership Duties and Their Enforcement**

- 3.1. Nature of Discipline (Section 14). In addition to any discipline imposed, the Board imposes an administrative processing fee of \$250 against respondents found in violation of the Code of Ethics or other membership duties.
- 3.2. Selection and Appointment of the Grievance Committee (Section 15). There will be a standing Committee of at least twelve (12) OBAR Members, in good standing, all of whom shall be REALTOR[®] members. The members of the committee shall be appointed by the Committee Chair for staggered three (3) year terms. The President appoints the Chair and the President-Elect appoints the Vice-Chair. At the completion of a member's term or Chairship, the member may be appointed to the Professional Standards Committee for a term of three years, subject to completion of mandatory training provided by OBAR or NCAR. All Committee Members must attend annual local, NCAR or NAR Professional Standards Training each year by the end of the 1st quarter of the year to be eligible to serve on the committee. Each year the Board reviews the membership of both the Grievance and Professional Standards Committee and may at its discretion remove members from the committees.
 - 3.2.1. The Grievance Committee will be divided into two panels of six (6) persons each. Each panel will have a Chair designated by the President. Each panel shall have a designated day each month on which to meet. Panels will be required to meet only when a complaint has been filed and all preliminary steps in the complaint process have been met.
 - 3.2.2. All parties will be notified of Grievance Committee decisions within five working days of the decision. The notice shall include information regarding Appeal if the complaint was dismissed. Email notification is permitted to meet the five-day rule. The letter of notification will follow as soon thereafter as practicable.
- 3.3. Selection and Appointment of the Professional Standards Committee (Section 16). There shall be a Professional Standards Committee of at least twenty one (21) OBAR Members, in good standing, of whom at least a majority shall be REALTORS[®] appointed by the Committee Chair.. Members of the Professional Standards Committee shall be selected to serve on Hearing Panels as required to hear matters of alleged unethical conduct by OBAR Members or to provide arbitration as requested. The President shall annually appoint the Chair and the President-Elect shall annually appoint the Vice Chair of the committee. All Committee Members must attend annual local, NCAR or NAR Professional Standards Training each year by the end of the 1st quarter of the year to be eligible to serve on a Committee.

In selecting members of the Professional Standards Committee, the following recommended criteria will be considered:

- number of years as a REALTOR[®]
- number of years in the real estate business
- primary and secondary fields of real estate endeavor/expertise
- participation in post-licensing real estate education
- training in the Code of Ethics

position in firm (principal, non-principal)
size of firm
common sense
open-mindedness
familiarity with state(s) laws and regulations
receptiveness to instruction/training
other relevant professional or procedural training

4. Part Three – The Grievance Committee in Ethics Proceedings

- 4.1. If the Grievance Committee dismisses the complaint, the complainant may appeal the dismissal to a panel of the Board of Directors within twenty (20) days from receipt of the dismissal notice using Form #E-22, Appeal of Grievance Committee Dismissal of Ethics Complaint; however, no additional information may be added or attached to the form. If the Grievance Committee deletes an Article or Articles from an ethics complaint, the complainant may also appeal to a panel of the Board of Directors using Form #E-22, Appeal of Grievance Committee Dismissal of Ethics Complaint; however, no additional information may be added or attached to the form. The panel shall consider only the information and documents considered by the Grievance Committee with the appeal and render its decision, which shall be final. The parties are not present at the meeting at which the appeal is considered.

5. Part Four—The Ethics Hearing

5.1. Initiating an Ethics Hearing (Section 20).

- 5.1.1. All complaints will be sent to the Grievance Committee as submitted by the complainant unless a complaint is deemed incomplete by the Chair in consultation with the Secretary. The respondent will not be notified prior to a complaint being reviewed by the Committee. If the Complainant indicates that civil litigation is pending or an investigation by an agency is underway, the Professional Standards Administrator will request verification of the proceedings, such as a docket or case number, to clarify whether a formal process has actually begun.

- 5.1.2. The President may appoint a panel of Directors acting on behalf of the Board of Directors to hear the appeal. Any appeal panel so appointed must be composed of at least five (5) members of the Board of Directors. The decision of the appeal panel is final and binding and is not subject to further review by the Board of Directors.

5.2. Ethics Hearing (Section 21).

- 5.2.1. The complaint shall be provided to Hearing panel members prior to the hearing. Such time period shall be five (5) calendar days and shall be adhered to for all hearings.

- 5.2.2. Alternates may serve with a Hearing Panel to step in should a Panel member be unable to complete his obligation to the Panel. The Alternate may be present for the entire hearing. The Alternate may be present for but not participate in the Executive Session.
- 5.2.3 The Broker-in-Charge/REALTOR® Principal of the firm of the Respondent shall be copied on all correspondence even if not named as a Respondent.
- 5.2.4 Requests for continuances or postponements of the Hearing must be made in writing to the Professional Standards Administrator and must include a reason for the request, unless urgent circumstances arise that justify a continuance or postponement and that could not have reasonably been placed in writing. The Administrator will treat all parties fairly and use good judgment in granting such requests. If challenged, the Administrator will confer with legal counsel for guidance.
- 5.2.5 Each Panel member will sign a Certificate of Qualification prior to the Hearing.
- 5.2.6 The Administrator has ten (10) days, after review by Association Legal Counsel, to mail Ethics decisions to both parties with the Request for Appeal Form, Form E-13.

5.3. Decision of Hearing Panel (Section 22).

- 5.3.1. Any member of the Hearing Panel not voting with the majority may dissent from all or any portion of the findings or decision and may file a dissent in writing with the Secretary for consideration by the Board at the same time the decision is considered. Copies of the decisions disseminated pursuant to these procedures shall be complete and unedited, except that the names of the parties shall not be included. The dissenting opinion should also be provided to the parties. In the event the respondent is found in violation, the Hearing Panel may, at its discretion, consider all records of previous violations and sanctions imposed, whether by the current or by any other Board or Association, in the member's file in determining discipline.
- 5.3.2. Ethics sanctions (fines) shall be commensurate with the offense, not to exceed \$5000.00. Non-payment of sanctions shall be considered a violation of membership duty.

5.4. Action of the Board of Directors (Section 23).

- 5.4.1. Within twenty (20) days after the Hearing Panel's final decision has been rendered, if no petition for rehearing has been filed, or within twenty (20) days after the Hearing Panel's final decision subsequent to the rehearing, or within ten (10) days after denial of a petition for rehearing, the complainant or the respondent may file an appeal with the Secretary. Appeal is provided only from decisions rendered in hearings of alleged unethical conduct, and not from the decision of an arbitration panel. If no such appeal is filed, the Board must adopt the Hearing Panel's recommendation and issue its order accordingly, except that the Board, if concerned

with a possible procedural deficiency, may refer the decision back to the Professional Standards Committee for a new hearing and recommendation by a different Hearing Panel.

5.4.2. All appeals must be in writing and must be accompanied by a deposit with the Association the sum of \$250.00.

5.4.3 Appeals to the Board may be heard by a panel of the Board appointed by the President for that purpose. Five (5) Board members or a quorum of the Board, whichever is less, shall constitute such an appeal panel, which shall act on behalf of the Board. The decision of the appeal panel shall be final and binding and shall not be subject to further review by the Board.

6. **Part Seven – Arbitration General Provision**

6.1. Qualifications for Tribunal.

Promptly upon their selection, each member of a tribunal (except any member of the Grievance Committee) shall sign a statement (1) that the member is not disqualified for any of the foregoing reasons, and (2) that he/she shall disclose to the parties and the tribunal any other known facts that a reasonable person would consider likely to affect the impartiality of the tribunal member (Form #A-11, Certificate of Qualification, Part Thirteen of this Manual). A tribunal member has a continuing obligation to disclose to the parties and the tribunal any facts that he/she learns after accepting appointment which a reasonable person would consider likely to affect the impartiality of the tribunal member.

6.2. Conduct of Hearing (Section 31).

6.2.1. At any ethics or arbitration hearing, every party has the right to present any witnesses, to submit any evidence pertinent to the case, and to cross-examine witnesses. Witnesses giving oral testimony shall be sworn in by the Chair. Before permitting testimony relating to the character or general reputation of anyone, the tribunal shall satisfy itself that the testimony has a direct bearing on the case at issue. Tapes produced by a Hearing Panel shall be maintained in the confidential professional standards files until a date when any sanction imposed by the Board has been completed. Arbitration hearings must be recorded. A party may not have a court reporter or recorder present at the hearing, and may not tape record the proceeding unless the Board utilizes a court reporter in lieu of tape recording, in which case a party may tape record the proceeding.

7. **Part Ten – Arbitration and Dispute**

7.1. Duty and Privilege to Arbitrate (Section 44).

7.1.1. Where mandatory arbitration is consistent with applicable state law, the Code of Ethics, Article 17, requires only that disputes arising out of the real estate business between REALTORS® “. . . associated with different firms . . .” be arbitrated. In the

event the respondent fails or refuses to sign the Response and Agreement Form (Part Thirteen, Form#A-4), fails or refuses to make the required deposit, or fails or refuses to take part in the arbitration hearing, the arbitration hearing may be scheduled and conducted in the absence of the respondent (Option #3) No arbitration shall be initiated by the Grievance Committee and no arbitration shall be undertaken by a Hearing Panel unless it determines the dispute is properly arbitrable in accordance with the provisions of Part Ten, Section 45 of this Manual.

7.2. Board's Right to Decline Arbitration (Section 45).

7.2.1. The President may appoint a panel of Board members, acting on behalf of the Board, to hear the appeal. Any appeal panel so appointed must be composed of at least five (5) Board members The decision of the appeal panel is final and not subject to further review by the Board.

7.3 Manner of Invoking Arbitration (Section 47).

7.3.1. Any person authorized by the provisions of Part Ten, Section 44 of this Manual may request arbitration by the Board. A request for arbitration shall be in writing (Form #A-1 or #A-2, Request and Agreement to Arbitrate, Part Thirteen, or any other appropriate form permitted by law), must be signed by the complainant, must indicate the nature of the dispute and the amount in dispute, and must be accompanied by the required deposit of \$250.00. Requests for arbitration must be filed within one hundred eighty (180) days after the closing of the transaction, if any, or within one hundred eighty (180) days after the facts constituting the arbitrable matter could have been known in the exercise of reasonable diligence, whichever is later. Boards may provide mediation even if arbitration has not been requested provided the mediation is requested within one hundred eighty (180) days after the closing of the transaction, if any, or within one hundred eighty (180) days after the facts constituting the arbitrable matter could have been known in the exercise of reasonable diligence, whichever is later.

7.3.2. The Secretary shall promptly refer the request for arbitration to the Chair of the Grievance Committee for determination by the Committee within thirty (30) days as to whether the matter is subject to arbitration.

7.3.3. If the Grievance Committee finds the matter properly subject to arbitration, the Chair shall refer it back to the Secretary with instructions to arrange a hearing, notifying the parties of the Grievance Committee's decision, informing the parties as to whether the arbitration is mandatory or voluntary and informing the parties of their ability to challenge the classification (see Section 45[d], Board's Right to Decline Arbitration).

7.3.4. The Professional Standards Committee Chair shall select the Chair of the Hearing Panel, who shall possess the powers of the neutral arbitrator within the meaning of the North Carolina Uniform Arbitration Act Revised arbitration statutes.

7.4. Submission to Arbitration (Section 48).

7.4.1. Submission of a dispute to arbitration by the Board shall consist of signing and delivering to the Secretary either a request or response form (Form#A-1 or #A-2, Request and Agreement to Arbitrate, or Form #A-4, Response and Agreement to Arbitrate) or any other similar writing permitted by law and making the appropriate deposit of \$250.00. Agreements to arbitrate are irrevocable except as otherwise provided under state law. Where a party (ies) from the same firm is involved in more than one related request for arbitration and the claims will be consolidated and resolved in a single hearing, no more than one deposit or filing fee may be required of that party (ies). When a REALTOR® requests arbitration to determine which of multiple respondents is entitled to disputed funds, or where a party makes no claim to the disputed funds, that party may not be assessed an arbitration filing fee.

7.4.2. Where the amount requested by the party initiating the arbitration has been awarded; and where the respondent has failed to make the specified deposit, it shall be the responsibility of the respondent to pay an amount equal to the deposit to the Board within ten (10) days of receipt of notice from the Board requesting payment. Where the respondent has not made the deposit and a partial award is made, the respondent shall pay to the Board an amount to be determined by the Hearing Panel that will not exceed the deposit originally made by the complainant. Failure to make such payment on a timely basis, upon receipt of a request from the Board, shall be treated in the manner specified in the Board's bylaws for failure to satisfy financial obligations to the Board.

7.5. Preliminary Judicial Determination Prior to Imposition of Discipline (Section 50).

7.5.1. If the Board has reason to believe that the imposition of a proposed sanction will become the basis of litigation and a claim for damages, it may specify that the discipline shall become effective upon entry of the final judgment of a court of competent jurisdiction in a suit by the Board for declaratory relief declaring that the discipline proposed violates no rights of the member.

7.6. Arbitration Hearing (Section 51).

7.6.1. The Secretary shall inform the parties of the date, time, and place of the hearing established by the arbitrators (or the Chair of the Professional Standards Committee) (Form #A-9, Official Notice of Hearing, Part Thirteen).*

(*Form #A-10, Outline of Procedure for Arbitration Hearing, Part Thirteen, should accompany the notice of the hearing or be otherwise provided to the parties prior to the hearing.)

The arbitration request and response, if any, shall be provided to Hearing Panel members prior to the hearing. Such time period shall be five (5) days and shall be adhered to for all hearings. Board's conducting arbitration must also provide all parties and panel members with the Arbitration Guidelines prior to commencement

of any arbitration hearing. The parties shall be given at least twenty-one (21) days' prior notice of the hearing, but appearance at a hearing without objection by a party will constitute a waiver of any defective notice of the hearing. The arbitrators may recess the hearing from time to time as necessary and, on request of a party or upon the arbitrator's own motion, may postpone the hearing for not more than thirty (30) days, unless otherwise agreed to by the parties.

- 7.6.2. In case of an arbitration request involving issues related to areas of the real estate business such as commercial, investment, industrial, etc., where there is an insufficient number of qualified practitioners on the Board's Professional Standards Committee to provide a representative peer panel, the Board President shall appoint other Board Members qualified in that field to serve as panel members. If the Board President is unable to identify a sufficient number of qualified members to serve on a panel, the parties shall be released from their obligation to arbitrate.

7.7. The Award (Section 53).

- 7.7.1. If an award has been rendered, the nonprevailing party must, within ten (10) days following receipt of the award deposit the funds with the Secretary to be held in a special OBAR escrow account maintained for this purpose. Failure to satisfy the award or to deposit the funds with OBAR within this time period may be considered a violation of a membership duty and may subject the member to disciplinary action at the discretion of the Board.

- 7.7.2. The nonprevailing party shall have 20 days following receipt of the Award, Form A-12, to request Procedural Review of the Arbitration Hearing or to notify the Secretary that a legal challenge to the validity of the Award has been initiated.

- 7.7.3. After the award has been served upon each of the parties, they shall have twenty (20) days to make a motion for the hearing panel to modify or correct the award on any of the following grounds:

7.7.3.1 There was an evident mathematical miscalculation or an evident mistake in the description of a person, thing, or property referred to in the award;

7.7.3.2 The award is imperfect in a matter of form not affecting the merits of the decision on the claims submitted;

7.7.3.3 Because the arbitrator had not made a final and definite award upon a claim submitted by the parties to the arbitration proceeding; or

7.7.3.4 To clarify the award.

A party to the arbitration proceeding shall give notice of any objection to the motion within 10 days after receipt of the notice. The decision of the hearing panel with respect to any motion to modify or correct the award shall be final.

7.7.4. If the request for Procedural Review of the Arbitration is received within 20 days, the funds deposited with the Association shall be retained in the Association's escrow account until the review is completed. If the Award is confirmed by the Board, following the conduct of the limited Procedural Review, the nonprevailing party shall have an additional 15 days to institute an appropriate legal challenge to the validity of the Arbitration Award. In such case, the nonprevailing party shall cause legal counsel to advise the Association in writing that a suit challenging the validity of the Arbitration Award has been filed during this additional 15 day period. After 15 days, if written notice of a suit has not been received, the fund shall be released from escrow and paid to the prevailing party. If written notification is received during the 15 day period, the funds will remain in escrow pending determination of the matter by a court of competent jurisdiction.

7.8 Costs of Arbitration (Section 54).

7.8.1. If at any time prior to the making of an award by an arbitration hearing panel, the parties settle the issue between them in writing, the Secretary shall, upon receipt of a copy of such written settlement that has been signed by the parties, refund the deposit of the parties in full.

7.8.2. If an award is made by an arbitration hearing panel, the deposit of the prevailing party shall be refunded in full.

7.8.3. The deposits of the parties shall be used by the Secretary to cover the costs of arbitration as it may be required. Any portion not used specifically to cover the costs of the arbitration shall go into the general operating funds of OBAR.

7.9 Request for Procedural Review by the Board (Section 55).

7.9.1. A written request for procedural review of the arbitration hearing procedures must be filed with the Secretary within twenty (20) days after the award has been served on the parties and be accompanied by a deposit in the sum of \$250.00.

7.9.2. The request for procedural review may be heard by a panel of the Board appointed by the President for that purpose. Five (5) Board members shall constitute such panel, which shall act on behalf of the Board. The decision of the panel shall be final and binding and shall not be subject to further review by the Board.

7.9.3. After all procedural remedies provided for in the Board's procedures have been exhausted, a member is not precluded from asserting any legal rights to which he is entitled; provided this is not intended to limit any right a member may have under the Revised Uniform Arbitration Act ("RUAA") to make a motion to a court during the arbitration proceeding to the extent that such right has not been waived or varied in accordance with the procedures set forth in this Manual. Assertion of such legal rights in the courts does not violate Article 17 of the Code of Ethics. The exercise of such legal rights by a member would result in judicial review similar to that set

forth in Part Ten, Section 56 of this Manual. Section 56 recommends that, in instances where a member fails to comply with an award, the award recipient seek judicial enforcement, which results in judicial review and, absent any showing of deprivation of due process, the judicial review will generally affirm the award rendered through the arbitration process and will enable the recipient to have it enforced.

7.10. Enforcement (Section 56).

The judgment of any competent court of record in North Carolina, state or federal, may be rendered upon the award. If a member fails to comply with an award, the recipient to whom the award has been rendered by the arbitration panel shall be advised by the Board to seek judicial enforcement and to request reimbursement of legal fees incurred in seeking enforcement.

8. **Initiation of Mediation Proceedings (Appendix V to Part Ten).**

Each request for arbitration should be referred to the Board's Grievance Committee for consideration as to whether the matter is appropriate for arbitration. In the event the Grievance Committee determines that a matter is properly arbitrable, that information will be provided to the Professional Standards Administrator (Executive Officer), who will then notify both the complainant and respondent that the matter has been deemed arbitrable and that the Association's mediation procedures are available. The Professional Standards Administrator will inquire of each party as to whether they will participate in the mediation procedures. If both parties respond affirmatively, the matter will be referred to the selected and assigned Mediation Officer. The Professional Standards Administrator will contact the complainant and respondent and establish a mutually convenient time and location for the mediation. Should either party not agree to mediation proceedings, the Request for Arbitration will be referred to the Professional Standards Committee. (10/06)

Outer Banks Association of REALTORS[®]
Policy Manual

Appendix 1 to Section B. Professional Standards

**Agreement Between Outer Banks and Albemarle Area Boards of
REALTORS[®] to Establish Multi-Board Professional Standards
Enforcement Procedures**