

1. The ACOEM should develop a formal process for **Declarations of Conflicts of Interest** for all its members and staff. These Declarations should also be adopted by *JOEM* and its editorial and publications staffs. ACOEM should establish a course of conduct for when potential conflicts of interest influence the practice of OEM, and enforce it accordingly. An expedient but reliable method to verify the veracity and completeness of such declarations, particularly as they relate to disclosure of expert witness work in related litigation, must be developed and consistently implemented.
2. *JOEM* needs to develop a more rigorous system of **peer review**. Management and editorial staff should not make exceptions from the formal review process.
3. The ACOEM should develop a formal **Transparency Policy** to ensure that members are fully informed of all activities and non-members can be informed without impediment. The minutes of various committee meetings should be placed on the website and made available to members. All correspondence between officers, staff, and committee members should be put into electronic format and copied to the website.
4. The **ACOEM Code of Conduct** must be extended to include many topics ignored by the current document. The ACOEM membership should develop a Code that is enforceable, and one that would not allow a recurrence of the problems that have characterized the development of the ACOEM Mold Statement.

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