



Title:

## HONORARIUM

Number: **A 13**

Approval Date: November 29, 2017

Revision Date: March 18 2020

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### **Purpose:**

To define the use of honoraria to support the programs of Klinik and to support peer participation in the programs.

### **Policy:**

1. Honoraria, in the form of gifts, may be considered when volunteers, clients or other community members contribute services beyond the scope of their existing commitment to Klinik.
2. Honoraria, in the form of gifts, may be considered when members of the Board of Directors or staff contribute services beyond the scope of their existing commitment to Klinik and have appropriately disclosed and been approved through the Conflict of Interest Policy (A11). Employees will not receive honoraria if they receive wages.
3. Honoraria, in the form of gifts, may be considered when members of the Board of Directors or staff contribute services beyond the scope of their existing commitment to Klinik.
4. Honoraria, monetary or in the form of reimbursements, may be considered on a case by case basis for volunteers, clients or other community members to cover extraneous costs associated with their participation in a program. i.e. Travel and Transportation costs or Child Care costs.
5. Authorization shall be required for all honoraria provided.