

Session 1, Breaking Down The Code

Rationale and Overview of New Professional Standards Policies on
Discriminatory Speech

Today's Facilitators

- ✓ REALTOR® Matt Difanis (IL)
- ✓ REALTOR® Bruce Aydtt (MO)

Why do we need the change and what does the new Standard of Practice 10-5 mean?



Our mission is to empower REALTORS® as they preserve, protect and advance the right to real property for all.

NATIONAL ASSOCIATION OF REALTORS®

Adopted and Effective November 13, 2020

**Standard of Practice
10-5**

REALTORS® must not use harassing speech, hate speech, epithets, or slurs based on race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity.

Standard of Practice 10-5 – A Two Step Process

Step 1: Is the speech harassing speech, hate speech, epithets, or slurs?

Step 2: If so, is the speech based on race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity?

Appropriate Interpretation of Standard of Practice 10-5 and Statement of Professional Standards Policy 29

Appendix XII to Part IV, *Code of Ethics and Arbitration Manual*

Additional guidance with further explanation provided regarding “harassment”, “hate speech”, “epithets” and “slurs”.

Adopted and Effective November 13, 2020

The change is not retroactive

Standard of Practice 10-5 applies **only** to conduct occurring **November 13, 2020** and thereafter.

THANK YOU.



NARdotRealtor



nar.realtor