

**Center for Automotive Diversity, Inclusion & Advancement (CADIA)  
And CADIA D&I Roundtable**

**STATEMENT OF ANTITRUST COMPLIANCE POLICY DRAFT**

**A. POLICY**

Commitment to full compliance with both the letter and the spirit of the antitrust laws is a fundamental commitment of CADIA, the CADIA D&I Roundtable, and their respective members. Guidelines for the pursuit of this commitment are set forth in this statement. In case of any question, the Organization's legal counsel should be consulted.

**B. GUIDELINES FOR CADIA MEETINGS**

**Procedures**

1. An agenda for all roundtable meetings should be prepared in advance with assistance from Members and staff and carefully adhered to.
2. Minutes of all meetings should be prepared, cleared with counsel, and circulated to all who attended. They should be approved at the next meeting.

**Proper Activities**

1. Discussion of industry-wide activities and concerns related to Diversity & Inclusion, Professional and Organizational development.
2. Exchange of information on best practices, benchmarking, and new developments.
3. Promotion of Diversity & Inclusion for the industry as a whole.
4. Development of noncompetitive programs, tactics, and resources for voluntary use by industry members.

**Improper Activities**

1. Discussion of pricing or promotional policies, other terms of sale, customer identity or geographic marketing areas.
2. Discussion of commercially sensitive, strategic or confidential information in relation to Members' business.
3. Pressure on particular members or segments to adopt any particular program, policy or tactic.
4. Development of programs or policies designed to exclude some members of the industry.
5. Participation in unofficial or "rump" meetings on any subject which could not properly be discussed at an official meeting.

**C. MEMBERSHIP**

Active membership in this Association is open to any automotive manufacturer, supplier, dealer, or service company. Individual participants must be Diversity & Inclusion professionals or champions/advocates within their respective organizations. Membership is conditioned on continuing eligibility and payment of dues and/or fees.

Denial or exclusion from membership on the basis of any anti-competitive factor is not permitted by law and is contrary to CADIA's policy.

#### **E. Industry Data**

1. *Scope.* CADIA conducts only occasional or specialized benchmarking surveys which are subject to legal review under governing antitrust guidelines before implementation.
2. *Confidentiality.* In the collection of any statistics, collection is under guidelines designed to preclude making data on any individual member known to any Association member. In those cases where statistics are collected by staff, strict policies are established to ensure confidentiality of individual member statistics. In any case, published data are limited to aggregate data with the understanding that even aggregate data will not be published in cases where the data of individual firms might be determined.
3. *Nature of statistics.* No statistics are collected relating to prices at all, topics are limited to Diversity & Inclusion and professional development-related issues.
4. *Availability.* Data published by CADIA are made available to all members and to nonmembers upon request and payment of reasonable charge where applicable.

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