



A Chapter of The American Institute of Architects
370 James Street, Suite 402, New Haven, CT 06513
203-865-2195 FAX: 203-562-5378
aiainfo@aiact.org, www.aiact.org

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A question was raised for review and consideration by our Former Presidents' Forum, where questions related to ethics are referred on behalf of AIA Connecticut. We share the following with our firms for informational purposes.

The question was regarding the presentation of work experience of employees who have recently joined an architecture firm having been employed with another firm for several years and through several projects. The Former Presidents' Forum noted that an appropriate reference could be found in the AIA Code of Ethics, section 5.301 and The Architect's Handbook of Professional Practice.

It was determined that the current firm must properly acknowledge that the employee's specialized experience was in large measure gained at another firm, and that the new firm must make every effort to not represent the work of the employee's prior employer as that of their firm.

Regarding the use of images of projects with which the "new" employee was involved, it was felt that this was acceptable assuming that none of the drawings or photographs were prepared by or for the prior employer. Use of photography that a firm creates of a project that is not the firm's work is frowned upon, but permitted if clearly and unambiguously credited to the architectural firm that designed it, and that the employee's involvement is explained appropriately at interviews and in printed material.

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