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This paragraph applies only to television and film: Staff members offered "consulting" agreements by agents, producers, studios or others must consult the standards editor or the opinion editor or managing editor before accepting. If they have doubts about an appearance, they must consult their supervisor and the standards editor or the opinion editor or managing editor. Nevertheless these commercial ties can be a breeding ground for favoritism, actual or perceived. And conversely staff members must be aware that sources are eager to win our good will for reasons of their own. The provisions presented here can offer only broad principles and some examples. Nevertheless, The Times views any deliberate violation of these guidelines as a serious offense that may lead to disciplinary action, potentially including dismissal, subject to the terms of any applicable collective bargaining agreement. 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