

## ***EARPA Code of Conduct***

EARPA believes it is important that its activities are at all times carried out in accordance with the applicable law. EARPA feels it is important to confirm this by adopting a Code of Conduct. The Code of Conduct aims at providing clear rules to EARPA's members, thus reducing the risk of improper conduct and consequently of fines being imposed.

### ***Objective***

The EARPA Code of Conduct provides general guidelines for conduct by EARPA Members as well as on other participants during conferences, events, meetings and all online spaces including (but not limited to) social media and listservs.

The Code embodies shared values and experiences that contribute to any member's individual ethical judgments and decisions. Whereas the Code sets out guidelines for the ethical conduct of all EARPA members, it cannot deal specifically with all circumstances that may arise. Nonetheless, each EARPA Member shares the responsibility to ensure that individual and collective conduct is appropriate.

The members are expected to adopt the standards of dignity, fairness and integrity. The purpose of this Code of Conduct is to strengthen confidence in the integrity and professional standards of EARPA members. Abiding by this Code is essential for membership of EARPA.

### ***Principles***

The Principles can be regarded as 'virtues', guiding EARPA members towards the right choices in all kinds of circumstances. These are:

- Honesty
- Scrupulousness
- Transparency
- Independence
- Responsibility

### ***No member shall***

- Act in a manner detrimental to the interests of the EARPA members or their employer
- Transgress any laws in the performance of their duties

### ***Members will***

- Serve their association with loyalty and respect for confidentiality, avoiding conflicts of interest and activities for personal advantage to the detriment of EARPA or its members
- Bring to the attention of the EARPA Executive Board potential decisions or actions that they identify as unethical or illegal, and inform the Board of the possible results of such decisions or actions
- Ensure, to the best of their ability, that interactions between employees, suppliers, clients and volunteers are fair, free of unwarranted discrimination and harassment

### ***In its dealings with the EARPA, members will***

- Support the EARPA work to advance professional standards
- Be respectful to EARPA if it disagrees with its advice or policies, giving it the opportunity to comment, reply or change its processes, in a professional manner

End