

Professional Ethics and Code of Conduct Policy

The purpose of this policy is to outline the ethics statement and code of conduct expectations to be adhered to by all members, officers, contractors and employees.

Statement of Ethics

1. All members, officers, contractors, and employees of the International Board of Specialty Certification (IBSC) shall conduct himself at all time in a manner that shall reflect creditably on the IBSC
2. All members, officers, contractors, and employees of the IBSC shall adhere to the spirit and the letter of the IBSC Bylaws and to the rules of duly constituted committees thereof
3. All members, officers, contractors, and employees of the IBSC not discharge or refuse to hire any individual, or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, disability, age, veteran's status, sexual orientation, genetic information, marital status, parental status, political affiliation, and any other conduct that does not adversely affect the performance of the member, officer, contractor or employee

Code of Ethics

Any person in the service of the IBSC should:

1. Always conduct themselves in a manner that is not uncivil, undignified or unprofessional, regardless of whether the conduct is directly connected to IBSC business
2. Avoid conduct that is in anyway contrary to the interests of the public served by the IBSC, or which harms the standing of the IBSC in the eyes of the public, or that may be deemed inappropriate or unsuitable in opposition to good taste or propriety or otherwise morally unbecoming and unworthy
3. Seek to employ more efficient and economical ways of getting tasks accomplished
4. Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept for himself or his family, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of his Association duties
5. Make no private promises of any kind binding upon the duties of the office
6. Engage in no business, either directly or indirectly which is inconsistent with the conscientious performance of Board duties
7. Never use any information received in confidence in the performance of Board duties as a means for making private profit
8. The Executive Leadership Team shall not be involved with any review courses
9. All other Board Member and Item Writers must disclose all review course activity
10. Expose corruption wherever discovered
11. Uphold these principles, ever conscious that Board position is an embodiment of trust

All members, officers, contractors, and employees of the IBSC must complete an annual review of this policy and submit written documentation to the IBSC office.

Please report all ethical concerns or questions to the Chairman and or the Chief Operating Officer as soon as practical.