

# PSANZ CODE OF ETHICS AND PROFESSIONAL STANDARDS

## SUMMARY

The Code of Ethics and Professional Standards is a statement of the ethical principles, values and ideals of the Perinatal Society of Australia and New Zealand (PSANZ). The purpose of the Code of Ethics and Professional Standards is to guide decision making and inform behavioural expectations of the PSANZ board, its members and subcommittees and to protect the integrity of the Society and its affiliates.

PSANZ is committed to represent, advocate, inform and support members with the aim to improve the health and long-term outcomes for mothers, and their babies.

All PSANZ members are bound by its Code of Ethics and Professional Standards.

## ETHICAL PRINCIPLE

### 1. RESPECT, EQUITY AND JUSTICE

As PSANZ members, we are ethically responsible for promoting and fostering respect, equity, and justice for all.

### INTENT

To create and sustain an environment for PSANZ that is inclusive, free from discrimination and supports all individuals to reach their fullest potential in a positive and productive manner.

## PROFESSIONAL STANDARDS

- To respect the uniqueness and intrinsic worth of each individual.
- To treat people with dignity, respect and compassion to foster a trusting environment free of harassment and intimidation.
- To avoid direct or indirect discrimination on the grounds of gender or gender identity, sexual orientation, marital status, pregnancy, race, age, religious or political beliefs or social or economic status or disability.

- To ensure equal opportunity to all
- To support cultural diversity and respect\*
- To abide by ethical and cultural processes relevant to the members and external agencies
- To advocate and administer policies and procedures that foster fair, consistent and equitable treatment for all.
- To not tolerate behaviour that is deemed to be bullying, defamation, intimidation or harassment.
- Regardless of personal interests, support decisions made by PSANZ, its members and affiliates that are both ethical and legal.
- To support consumer inclusion in PSANZ membership and its activities through consumer representation and/or consultation at all Board and Subcommittee operations

## ETHICAL PRINCIPLE

### 2. PERSONAL AND PROFESSIONAL RESPONSIBILITY

As PSANZ members, we are responsible for adding value to the Society and contributing to its ethical success. We accept professional responsibility for our individual decisions and actions. We are advocates for PSANZ, supporting endeavours that enhance its credibility, value and reputation.

#### INTENT

To act with the best interest of PSANZ, its members and affiliates and the community that they care for in their professional capacity.

#### PROFESSIONAL STANDARDS

- To build and maintain the respect, credibility and strategic importance for PSANZ as an organisation
- To assist PSANZ in achieving its objectives and goals
- To inform and educate current and future members, other affiliated organisations, and the general public about the Society's purpose and vision
- To positively influence the community of PSANZ members, fostering productive interdisciplinary relationships
- To act in a responsible manner and practice sound legal and ethical decision-making across the global networks and collaborations that PSANZ members operate.
- To report suspected or known fraudulent and/or corrupt conduct that involves the Society or its member/s including undeclared conflicts of interest, misrepresentation, falsification and/or research fraud.
- To refrain from using a position or role for personal, material or financial gain
- To engage in all PSANZ communications including social media in a responsible and ethical way
- To safeguard restricted or confidential information to protect the rights of PSANZ, its affiliates and individuals
- To seek expert guidance from the PSANZ Board of Directors if ever in doubt about the ethical or legal propriety of a situation
- That PSANZ office bearers exhibit leadership as role models for maintaining ethical conduct and professional behaviour.
- That PSANZ members maintain integrity, accountability and honesty in all aspects of

- operations including its Board of Directors and Subcommittees.
- To advocate the use of evidence-based information
- To adhere to the principles of informed consent when engaging in any research activity or service provision.
- To volunteer to support the Society activities where possible.
- To adhere to the PSANZ Code of Conduct and Professional standards, its Constitution, Guidelines and Procedures.
- To adhere to PSANZ Subcommittee Terms of Reference (ToR)
- To direct any financial decision making or engagement with financial contracts/donations to the PSANZ Board of Directors for prior approval.
- To never act in a legal capacity for PSANZ without the Board of Directors' written permission
- To declare all known and potential conflicts of interest as they arise\*\*.

*\* Cultural diversity includes the acknowledgement of country for Aboriginal and Torres Strait Islanders as identified by the First Nations Voice in the Australian constitution<sup>2</sup> and the spirit and intent of the Treaty of Waitangi in New Zealand/Aotearoa<sup>3</sup>.*

*\*\*PSANZ is registered with the Australian Securities and Investment Commission (ASIC), which requires a written declaration of any known or potential conflicts of interest from members seeking appointments as Board directors or chairpersons of a subcommittee <sup>9</sup>*

## **BREACH OF THE PSANZ CODE OF ETHICS AND PROFESSIONAL STANDARDS**

The PSANZ Board of Directors is responsible for managing any known or perceived breach of the Code of Ethics or Professional Standards. Breaching the code may mean termination of membership.