



# European Dialysis and Transplant Nurses Association /European Renal Care Association Code of Conduct, 2014

## **Introduction**

The European Dialysis and Transplant Nurse's Association/European Renal Care Association's mission is to achieve the best standard of treatment and support for renal patients and their families around the world. Subsequently, it envisions providing continuing education in renal care and becoming the most recognized multi-disciplinary renal care organization in the world.

Pursuant to the aforementioned goals, the EDTNA/ERCA has herein designed a Code of Conduct in order to preserve its long tradition of utmost professionalism, integrity, and credibility as a leading organization with the general public and within the Association.

## **Aim**

The purpose of this Code of Conduct is to maintain high standards of conduct, assist members in their work for the Association, and to protect the best interests of the Association according to its Mission and Vision.

This Code of Conduct establishes the behavior standards expected from every single EDTNA/ERCA Member and affiliate. In other words, the EDTNA/ERCA Code of Conduct applies to all of its Volunteers, Members, Conference Delegates, and Service Providers.

The EDTNA/ERCA Code of Conduct is driven by the fact that the Association's reputation and overall work environment are reliant upon the actions and the behavior of all individuals affiliated with it. Ultimately, this Code of Conduct aims at ensuring that all observe the highest standards of propriety and act in the best interests of the Association at all times.

## **The EDTNA/ERCA Code of Conduct covers the following:**

### **Service**

Members/affiliates/Service providers must act with fairness, honesty, integrity, and openness. Moreover, the mission and the vision of the Association shall be respected and promoted in all dealings with the public while representing the EDTNA/ERCA.

### **Accountability**

Compliance with both the letter and spirit of the governing laws and legislation that apply to the responsibilities performed on behalf of the Association is required. Members/affiliates/Service providers must take responsibility for their actions and decisions while not exceeding their own authority or violating that of others.

### **Confidentiality and Conflict of Interest**

It is required that all other related policies such as handling of confidential information and conflict of interest be upheld.

In case of conflict of interest, the interest shall be formally disclosed to the Association thus refraining from attempting to persuade or influence other individuals involved.



## European Dialysis and Transplant Nurses Association /European Renal Care Association Code of Conduct, 2014

All information provided and gained in representation or as part of the EDTNA/ERCA shall remain strictly confidential.

### **Respect & Discrimination**

No one is to be marginalized. Discrimination and prejudice are not tolerated in relation to the Association's functions, events, and overall work environment on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, and social or ethnic origin.

### **Harassment, Abuse, & Misconduct**

All members/affiliates/Service providers will be treated with respect and dignity as the Association is committed to an overall work environment free of harassment, violence, intimidation, bias, and abuse. In other words, the EDTNA/ERCA prohibits all members/affiliates/Service providers from committing acts of violence or intimidation whether it be physical or verbal.

Members/affiliates/Service providers shall never be subjected to harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, and sexual harassment at any given circumstance.

All members/affiliates/Service providers must also refrain from demeaning, discriminatory, or harassing behavior and speech. Harassment includes, but is not limited to: deliberate intimidation, stalking, unwanted photography or video recording, sustained or willful disruption of talks or other events, inappropriate physical contact, use of sexual or discriminatory imagery, comments, or jokes; and unwelcome sexual attention.

Harassment or offensive behavior will not be tolerated at our Conferences or in any other situation in which the EDTNA/ERCA is being represented.

### **Implementation and Consequences**

Any member/affiliate/Service provider of EDTNA/ERCA may be admonished, suspended, or expelled due to conduct, acts, or omissions that are contrary to the spirit and letter of the Code of Conduct and the Constitution.

**Strict observance of the EDTNA/ERCA Code of Conduct by all Members /affiliates/Service providers is essential to maintaining the Association's reputation and long standing tradition as a leading world-wide organization. Consequently, all EDTNA/ERCA members/ affiliates/Service providers shall adhere to this Code of Conduct.**